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ONTARIO MANPOWER REVIEW

January-February 1969

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE



FOREWORD

The Ontario Manpower Review is published bi-monthly by the Department of Manpower and Immigration, Ontario Region. It incorporates and replaces the monthly Summary of Employment Conditions for Ontario previously published by the Department.

The contents of the Ontario Manpower Review will be concerned with labour market information. Regular analyses will be provided of the main developments and of the occupational and industrial situations. Feature articles on significant manpower topics will also be published.

The information in the Review is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Department of Manpower and Immigration, Box 23, Toronto Dominion Centre, Toronto 1, Ontario.

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LABOUR MARKET INDICATORS CANADA AND ONTARIO			
DESCRIPTION	DATE	CANADA	ONTARIO
Population	October 1968 October 1967	20,857,000 20,548,000	7,355,000 7,217,000
Immigration I (All immigrants)	Jan.-Dec. 1968 Jan.-Dec. 1967	183,974 222,876	96,155 116,850
Immigration II (Immigrants directly into labour force)	Jan.-Dec. 1968 Jan.-Dec. 1967	95,446 119,539	50,048 62,043
Labour Force	February 1969 February 1968	7,911,000 7,589,000	2,962,000 2,823,000
Employment	February 1969 February 1968	7,438,000 7,107,000	2,846,000 2,693,000
Unemployment	February 1969 February 1968	473,000 482,000	116,000 130,000
Unemployment Rate (as % of labour force)	February 1969 February 1968	6.0 6.4	3.9 4.6
Av. Weekly Wages & Salaries (Industrial Composite)	November 1968 November 1967	\$113.46 105.26	\$117.23 108.42
Av. Hourly Earnings (Manufacturing)	November 1968 November 1967	\$2.65 2.46	\$2.79 2.58
Index of Employment (Manufacturing, 1961=100)	November 1968 November 1967	124.0 123.2	129.9 129.8
Monthly Housing Starts (Urban Areas)	January 1969 January 1968	11,304 7,691	4,183 3,491
Total Housing Starts (Urban Areas)	Jan.-Dec. 1968 Jan.-Dec. 1967	162,267 131,858	69,325 59,761

Major Developments

The Ontario economy in early 1969, on the basis of labour market developments, has displayed more strength than had previously been anticipated. The growth in employment over the past year has been substantial and unemployment has been at a low level relative to other regions of Canada.

Dominion Bureau of Statistics' figures show that employment in Ontario in February, 1969, totalled 2,846,000. This was 153,000 higher than the figure of 2,693,000 in February of last year. The increase by age group is given below:

**Employment by Age Group, Ontario
February, 1969 and 1968**

Age Group	February 1969	February 1968	Increase 1969/68	
	No.	No.	No.	%
14 - 19	224,000	222,000	2,000	0.9
20 - 24	364,000	344,000	20,000	5.8
25 - 44	1,283,000	1,213,000	70,000	5.8
45 - 64	895,000	839,000	56,000	6.7
65 and over	80,000	75,000	5,000	6.7

One of the factors influencing the rate of growth by age group is the number of immigrants entering the labour force, most of whom are in their 20's or older. Additions to the Ontario labour force in 1968 from this source are estimated at 50,000, a drop of nearly 20 per cent from the 1967 figure of 62,000. Nevertheless, immigration accounted for about one-third of the increase in the labour in force the province in 1968.

Unemployment in Ontario in February was 116,000, as against a total of 130,000 one year earlier. This represented an unemployment rate of 3.9 per cent, compared with a figure of 4.6 per cent for the province in February 1968. Comparable February rates for other regions, with estimated numbers unemployed given in brackets were: Atlantic, 10.5 per cent (66,000); Quebec, 8.4 per cent (186,000); Prairies, 3.9 per cent (52,000); British Columbia, 6.6 per cent (53,000).

The continued high level of housing starts in the province suggests that employment in this sector of the construction industry will be well sustained throughout the first half of 1969. Housing starts in urban areas in Ontario in 1968 totalled 69,235, or 16 per cent above the 1967 total. Preliminary figures for January-February show that urban starts in the province were 8,805, which is 65 per cent more than the corresponding figure in 1968. Apartments accounted for approximately 70 per cent of the housing starts in February.

OCCUPATIONAL SHORTAGES – ONTARIO FEBRUARY 1969		
STRONG	MODERATE	LIGHT
Domestic Maids	Sewing Machine Operators	Canvassers & Solicitors
Insurance Salesmen	Electricians	Accountants & Auditors
Waitresses	Stenographers	Electrical Draftsmen
Housekeepers	Nursemaids	Management Trainees
Pipe Fitters	Clerk-Typists	Typists
Registered Nurses	Machinists	Programmers
Automobile Mechanics		Social Welfare Workers
Mine Labourers		Security Salesmen
		Toolmakers
		General Salesmen
		Hotel Cooks
		Cabinet Makers
<div> Light – 25–50 Shortages Moderate – 51–100 Shortages Strong – over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Occupational Shortages — Ontario

Chronic shortages of manpower, although less extensive than last Fall, continued to exist in Ontario in the first part of 1969. As reported by Canada Manpower Centres in February, there were eight occupations in which the extent of the shortage could be described as strong; six as moderate; and twelve as light. These shortages refer only to openings in the labour market known to the Department of Manpower and Immigration.

The most widespread shortages were for women to carry out household duties, such as domestics, nursemaids, and housekeepers. These were common to all regions of the province and generally are the result of low wages, long hours and living-in requirements. Similarly, wages and working conditions limit the number of experienced applicants interested in employment as waitresses and sewing-machine operators.

There are also a number of occupations usually filled by men which job-seekers consider unattractive. This category includes various kinds of commission sales work requiring a reasonably well-educated person of good appearance.

Among the skilled trades, the only shortage which could be said to be widespread throughout the province is for automobile mechanics. Some 30 centres reported openings in this occupation which have remained unfilled for over a month. A provincial license is required to practice this trade. Other scarcities of tradesmen tended to be confined to two or three geographical areas. There is a need for men for a number of skilled trades at Sault Ste. Marie as a result of expansion of the Algoma Steel Corporation and the company is presently recruiting overseas. Substantial numbers of pipe fitters are needed at that location and also at Sarnia. Machinists are needed in several areas in southeastern Ontario.

One of the most scarce types of individuals on the labour market is the male high school graduate interested in serving as a management trainee. Firms looking currently for trainees include finance companies, chain stores, and banks. Opportunities exist nearly everywhere in the province, some 20 cities reported job vacancies in February, and applicants usually must be willing to move after the training period is completed.

Unusual occupations reported in February for which suitable applicants could not be found included huntsman, blacksmith, pipe organ builder, and harness maker.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
NOVEMBER 1967 AND 1968**

	Employment Indexes 1961=100		Average Weekly Wages and Salaries	
	Nov. 1968	Nov. 1967	Nov. 1968	Nov. 1967
	No.	No.	\$	\$
Eastern Ontario				
Belleville	125.7	117.2	97.53	91.80
Brockville	126.9	140.8	111.94	103.17
Cornwall	138.1	131.2	107.25	101.28
Kingston	123.7	121.1	110.57	101.92
Ottawa-Hull	133.6	127.9	105.11	97.44
Central Ontario				
Brampton	270.4	261.1	115.82	106.27
Oshawa	142.8	141.2	143.25	128.24
Peterborough	138.0	137.6	117.93	111.62
Toronto	132.8	128.9	117.55	109.00
Hamilton	120.3	121.6	118.34	110.92
Niagara Peninsula— Kitchener Area				
Brantford	125.6	133.2	106.10	101.13
Guelph	138.3	137.9	107.44	97.86
Kitchener	151.3	144.8	105.03	96.03
Niagara Falls	109.8	108.3	109.60	101.73
St. Catharines	146.4	147.8	131.50	116.41
Welland	110.2	110.3	131.34	122.52
Southwestern Ontario				
Chatham	141.5	140.0	114.32	106.24
London	125.4	125.1	108.89	99.23
St. Thomas	183.0	163.4	115.30	99.54
Sarnia	142.3	130.3	153.78	134.41
Stratford	146.4	142.2	98.13	91.30
Windsor	157.2	156.3	136.04	121.33
Woodstock	158.0	146.5	106.59	97.56
Northern Ontario				
Fort William—Port Arthur	122.9	125.4	114.18	103.62
North Bay	115.7	105.8	113.97	105.75
Sault Ste Marie	122.4	118.1	127.50	118.98
Sudbury	120.9	110.7	138.23	130.35
Timmins	72.0	80.8	101.66	95.87

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*, November 1968.
The Queen's Printer, Ottawa

Area and Industry Developments

JANUARY - FEBRUARY 1969

EASTERN ONTARIO

Comparatively buoyant economic conditions for the time of year augur well for Eastern Ontario for the remainder of 1969. The largest manufacturing plants, unaffected by seasonal fluctuations in activity, operated at high production levels. Lay-offs in seasonally-affected manufacturing did not reach major proportions, although severe weather in January caused dislocation in the construction industry.

A long-term reforestation project is proposed in Renfrew Country. Some 50,000 acres of sub-standard farm land will be planted to yield high grade lumber. Initially, additional labour requirements will be small, but as the project develops, employment will increase, and more qualified workers will be in demand.

The centralization of the sawmill operations of Gillies Bros. Ltd., a subsidiary of Consolidated Bathurst Ltd., Braeside, has led to a slight increase in the mill's labour force. Employees of the company declared redundant on the cessation of operations at Pembroke are being given priority for the Braeside jobs.

Canadian carpet sales in 1969 are expected to be 15 per cent above the 1968 figures. Eastern Ontario manufacturers of synthetic carpet yarns are operating at full capacity to meet demand from the carpet and other industries, and some additional hiring has taken place. Courtauld's (Canada) Ltd. synthetic fibre expansion at Cornwall will shortly be in production.

The clothing industry is manufacturing for the spring and summer market, at a high level of activity. An in-industry training program for sewing machine operators has been approved for Hawkesbury in order to assist in meeting demands for this occupation. Two new textile firms have recently located in Hawkesbury: Astro Industries, which expects to employ 55 persons on texturizing, printing and dyeing, and a manufacturer of jute cotton bags.

Electrical manufacturers anticipate sales increases of up to 10 per cent in 1969. Growth is expected in all sectors of electrical manufacturing - heavy engineering, appliances and electronics. Demand for electric wire and cable, communications equipment and other electronic products is continuing to provide an immediate stimulus in the district. Phillips Cables Ltd., Brockville, manufacturers of electric wire and cable, have recalled all the employees on lay-off as a result of special orders. However, Automatic Electric of Brockville recently laid off approximately 600 employees and does not anticipate an early recall. Northern Electric Co., Belleville, continued to hire female assemblers for PBX switchboards and telephone equipment. A new firm, Associated Electronics of Canada Ltd., producers of multimeters used in the accurate measurement of resistance, is setting up operations in Carleton Place. Digital Equipment of Canada Ltd., Carleton Place, have increased their production facilities, creating a small demand for wire wrapping machine operators.

Officially the six-month-old strike of Proctor-Silex Company's employees continued although the Picton company has recruited sufficient staff to allow full capacity operations.

Acquisition, diversification of production lines, and expansion, are taking place in a variety of manufacturing firms which are located in Eastern Ontario. Aluminum Company of Canada has recently acquired a large aluminum distributing company in the United States. The firm will be responsible for the U.S. marketing of the sheet mill output of Alcan's Kingston Works. The production levels of the extrusion and sheet mill departments of these operations have increased, resulting in an increased demand for production workers. The Kingston operations of Fairbanks Morse (Canada) Ltd., which formerly was primarily engaged in locomotive manufacture, will tool up for full-scale production of golf carts commencing early spring. This plant has also rented a further portion of their floor space to a sail-making company. Several firms in the area, including Howard Sons (Canada) Ltd. (Cornwall), Haley Industries Ltd. (Renfrew), Parmenter & Bullock (Gananoque), and Morton-Parker Ltd. (Trenton), have been granted Ontario Development Corporation loans to assist in expansion of existing manufacturing facilities and building of new plants.

The effects of these expansions on the local labour markets is not yet known. However, it is anticipated that supply of workers in Eastern Ontario can satisfy any increased demand for the majority of skills. A short supply situation continues to exist for qualified machinists, tool designers, tool and die makers, and maintenance mechanics.

There is a constant demand for qualified clerical staff by financial concerns which is difficult to meet. However, the retail, service and transportation industries remain sluggish and supply of workers in these industries exceeds demand. As seasonal influences on these industries weaken, increased demand for workers is expected.

OTTAWA METRO

The level of employment in Ottawa Metro remained relatively stable during January and February as a result of the continuing moderate levels of economic activity. Construction was at a higher level than anticipated while retail trade reported a seasonal decrease in business. Several federal government departments increased their hirings of part-time staff although permanent hirings continue to be affected by the government hiring freeze.

Construction should provide a continuing stimulus to activity over the coming year. In January alone, twenty-one new contracts valued at \$48.5 million were awarded. The recent federal budget allocated \$52.8 million for new construction in the Ottawa area for the 1969-1970 period. In addition, Vanier City intends to carry out a six-phase, \$5.3 million urban renewal program between 1969 and 1973. This should provide continuing construction activity in the area over the next few years.

The budget announcement that the hiring freeze in the Public Service will be continued will affect the Ottawa area more seriously than in other Canadian centres.

At present, however, the Departments of Internal Revenue and Finance require income tax clerks and key punch operators on a casual basis until April.

An American firm, Control Data Corporation, has offered to purchase Computing Devices of Canada, a Bell's Corners firm. Spokesmen indicated that current employment at the plant would not be affected, but the company would have access to more modern computer technology to aid in future expansion.

Some tightening of the labour market for professional occupations has been indicated by recent institutional restrictions. Foreign university graduates are finding it difficult to obtain jobs without recognition of their qualifications by professional associations. In addition, school boards and hospitals are now requiring applicants to have Canadian or Ontario certificates since fully qualified staff have become available.

Shortages in many minimum wage occupations such as domestics, waitresses, dairy farm hands, bilingual secretaries and salespersons persisted during the period under review.

CENTRAL ONTARIO

In spite of decreased activity in seasonal industries, employment and production held up comparatively well during the period under review. The cold weather and heavy snowfall in January benefited the tourist industry, although it did curtail construction activity. With the notable exception of sectors of the automotive and related industries, most manufacturing firms reported high production levels, and hirings to man up expanded production facilities occurred in most centres.

A number of companies announced plant expansions, including Canadian Velcro Ltd., Bramalea, Lindsay Speciality, Brinton Carpets Ltd. and Uniroyal Tire, all of Lindsay, L-O-F Glass of Canada Ltd., Collingwood, and Whitaker Cable Co. of Owen Sound. Uniroyal and Whitaker Cable are already hiring and training staff for their expanded operations. The expansion at Brinton Carpets will cost \$1 million, and is expected to create 54 new jobs.

In the automotive industry, American Motors Ltd. of Brampton suspended operations for a week to reduce dealers' inventories. Although many suppliers to the industry operated at below-capacity levels during January, in response to reduced demand from the assembly plants, some component manufacturers were able to increase production and hirings.

Lay-offs were reported in a number of industries in the area. In Peterborough some 250 were released at Canadian General Electric, and another 200 were laid off at Outboard Marine Corporation. The principal occupations affected were assemblers, unskilled production workers and technicians. An early recall is expected by the Outboard Marine Corporation, but at present there seem no such prospects for those laid off by Canadian General Electric. At Oshawa, Duplate of Canada Ltd. announced the lay-off of 115 workers, half of whom will be offered work at the new Hawkesbury plant scheduled to go into production in April.

Activity in the services sector was minimal. The retail trade sector reported a smaller decrease in sales than normal for the time of year. In Oshawa, a new discount store to open in March is expected to employ 150 persons.

and the first stage of construction for the \$40 million civic square began. Several apartment complexes were in the preparatory or early construction stages, while three new secondary schools were in the planning stages. Preliminary work on a \$4 million contract for work on the \$11 million highway access route in the city's south end was started in early February.

New pollution control schemes were announced by both Dofasco and Stelco. Work on the water pollution project at one of Stelco's plants was started in addition to the \$1 million purifying building for Dofasco's cold-roll operations. Both firms reported good business prospects for 1969 and have expansion plans.

Dominion Foundries and Steel Ltd. received a \$13.5 million contract for box cars, refrigerator cars and flatcars from the C.P.R. It is expected that work on this contract will maintain production at the National Steel Car division for most of the coming year.

The 1969 outlook for Canadian Westinghouse Co. Ltd. appears optimistic due to recent production changes and contract awards. The company recently announced plans to transfer work from its Etobicoke plant to its Hamilton and St. Jean, Quebec, plants. It also plans to build a manufacturing plant at Orangeville which will employ approximately one hundred persons when it begins operations this fall. Westinghouse recently received a \$1 million contract from Ontario Hydro, an order of similar value from International Nickel Co. of Canada, and an order for three transformers from Calgary Power Ltd.

International Harvester is at present suffering slightly from the effects of separate strikes by its plant and office personnel in late 1968. As a result of these strikes and the depressed state of the agricultural machinery market, 500 of the company's 2,800 production workers were laid off.

NIAGARA PENINSULA - KITCHENER AREA

Employment in the area remained comparatively stable during the period under review, although a noticeable improvement over the year-end situation may well presage the emergence of more buoyant conditions in the near future. Activity in the manufacturing industry varied from one sector to another, with at one end of the scale the food and beverage industries experiencing seasonally quiet conditions, while at the other end some firms, engaged in engineering, increased output and employment. No marked changes occurred in the construction and service sectors.

Metal fabricators were generally operating at high production levels, with some firms planning expansions of capacity, and new hirings were reported from a number of centres. Farm machinery manufacturers anticipate improved market conditions this year, and with few exceptions have been recalling employees previously laid off. At Brantford, Cockshutt Farm Equipment Ltd. recalled 470 workers, and Massey Ferguson recalled 450 workers and hired 45 new employees. However, another manufacturer has had to release 25 employees, on account of the loss of western contracts and delays in wheat shipments.

The transportation equipment industry in the area remained busy, although it was reported that in the auto components sector some employees were being put

TORONTO METRO

Economic activity in the Toronto Metro area showed some improvement over the year-end and the outlook reported for the remainder of this year appears favourable. In particular, retail sales and some manufacturing firms appeared more active than usual for this time of year.

In the North York district, construction showed little noticeable slowdown, but in most other areas of the city, the cold weather resulted in serious cutbacks in activity. As a result, the demand for construction workers and tradesmen was minimal, with demand for tradesmen for inside work sporadic. Several large construction schemes were announced with work scheduled to begin in the near future. These include a \$9 million extension by Chrysler to its Etobicoke aluminum foundry, which will create one hundred new jobs in early 1970. International Business Machines Ltd. is also preparing a major addition to its Don Mills complex. Construction of a number of new plaza complexes, such as the Sherway, Mississauga, North York and Scarborough centres, and work on North York's \$3.5 million education administrative building will begin in early spring.

Production and employment in manufacturing was more stable than in December. Part-time Christmas help was laid off in early January and most hirings since have been for replacement. Clothing manufacturers switched production to spring and summer lines, resulting in greater demand for sewing machine operators. The furniture industry appeared to be more active than normal for this time of year, with most companies reporting enhanced production levels and increased hirings.

Canadian General Electric Co. Ltd. recently announced that it will discontinue the manufacture of turbines and nuclear products at its Scarborough plant in early 1970. Unless alternative production can be found for the plant, it is expected to close down permanently with the loss of about one thousand jobs.

Although retail sales remained relatively high during January, this was not reflected in new hirings. Many part-time workers were laid off, especially salespersons, material handlers and packagers. Wholesalers were busy with inventory counts and preparing orders for the spring and summer season. The demand for clerical personnel increased with many hirings for increasing staff size rather than replacement.

HAMILTON

The strong performance of the Hamilton economy in early 1969 has encouraged optimistic business forecasts for the remainder of the year. Construction of plant expansions which began in late 1968 continued as a result of favourable weather conditions, while several new projects were started. Retail sales remained at a high level for most of January but did not affect employment significantly. Most manufacturing firms reported continuing high levels of production with no serious strikes occurring in the area.

Construction was generally at a high level for the time of year. Although some unions reported a scarcity of work, demand for construction tradesmen was above normal. Work in Canadian Cannery Ltd. scientific research centre continued,

on overtime while others were laid off. After the transfer of some employees from its Scarborough plant, Canadian Trailmobile Ltd. of Brantford continues to increase production, and further additions to its labour force are anticipated. The Ford Motor Company announced that windows for its new Maverick model will be produced in its Niagara Falls plant.

Most companies in the electrical equipment industry continued to operate at or near capacity. Additional hiring has taken place at Kitchener, Welland and Brantford. At Guelph, Canadian General Electric forestalled further lay-offs by advancing production schedules.

In the rest of the manufacturing sector, conditions varied. As already noted, the food and beverage industries remained seasonally quiet. Activity in the leather industries was confined to modest hirings by one or two firms in Kitchener and Port Colborne. Furniture manufacturers are busy, with a number of them continuing to experience difficulties in recruiting skilled men. The General Products Division of Uniroyal released 150 to 200 employees, but the Tire Division remains busy. At Niagara Falls, industrial disputes at one time during the period affected nearly 800 workers; one firm, Canadian Ohio Brass, reached agreement with its employees, but at the time of going to press, no settlement had been reached at the other, Cyanamid Ltd.

Construction activity experienced its usual slowdown, although some demand for labour was in evidence. Excavation work on a new Bell Telephone office began at Port Colbourne, and in Fort Erie there was a shortage of labourers for highway construction. At Guelph, the demand for all construction trades eased, with lay-offs at the university site where some major projects are nearing completion. Continuing work on residential construction resulted in comparatively little hiring, demand being largely confined to bricklayers.

There have been no marked hiring trends in the services sector during the period under review. Retail trade was particularly slow, with stores refraining from hiring new personnel for the new year sales. However, at Guelph, some part-time vacancies were registered, and there was a flurry of activity at St. Catharines due to new store openings.

SOUTHWESTERN ONTARIO

Employment conditions in Southwestern Ontario varied from district to district. Increased activity was reported at London, St. Thomas, Stratford, Simcoe and Listowel, but elsewhere little or no improvement over the situation prevailing at the end of 1969 was evident.

Most food processing industries were seasonally quiet. All the canneries, except for H. J. Heinz at Leamington, operated with skeleton staffs; there were post-Christmas lay-offs at food and beverage plants in Windsor; and poultry packers in the Woodstock area reduced their staff, with no recall anticipated before July. New hirings were largely confined to the Listowel area, although processing firms in London reportedly maintained high production and employment levels.

Shoe and textile firms were active in the manufacture of spring lines, and reports indicate that paper factories were busier this winter than in the past few years. Printing and lithography and metal manufacturing were operating below capacity. A number of major redundancies in the automotive and consumer durables industries contrasted sharply with generally buoyant conditions in the consumer-oriented sectors of the engineering industries. Chrysler Canada Ltd., Windsor, laid off 5,700 workers in February on account of excess stocks of new cars. Ford Motor laid off 800 during conversion of its Windsor transmission plant but the company hired over 900 additional workers to man a second shift at its St. Thomas plant.

Two closures were announced during the period under review. The Kelvinator plant in London is to close later this year, making 350 factory personnel and 100 office employees redundant. Cluett Peabody Co. of Canada, makers of 'Arrow' shirts is to close its Stratford factory, allegedly because of overseas competition. Approximately 180 employees will be affected, 80 per cent of whom are women, but some may be transferred to plants at Kitchener. Production at Stratford is now slowing down, with closure scheduled by end-April.

Inclement weather halted construction in the area in January. Only at Stratford, despite adverse conditions, did activity remain at a comparatively high level. Although work on major projects resumed in February with the emergence of milder weather, centres reported surpluses of both skilled and unskilled labour, including carpenters and bricklayers. Registrations of construction workers are already being accepted at Goderich CMC for the Douglas Point Hydro project.

Conditions in services and trade varied from sector to sector. Wholesale and retail trade were quiet, with minimal hirings and a few modest lay-offs reported. January sales seemed to have no effect on the demand for sales personnel. In the business service sector, an increase in demand for clerical help was noted, with shortages of legal and medical secretaries, senior secretaries, bank tellers and key-punch operators reported.

NORTHERN ONTARIO

Despite the normal winter decline, business activity in northern Ontario generally appeared to be more buoyant than at this time last year. Construction activity was severely curtailed, except at Sudbury and Sault Ste. Marie, but indications are that it will pick up rapidly early in the spring. The retail trade sector was quiet, but most centres reported a demand for general office staff and manager trainees for banks and finance companies. Activity in the woods industry was cut back in some areas, but mining and milling operations reported high production levels.

Operations in the woods industry were hampered by unusually heavy snowfalls and, in some areas, the work force was reduced by as much as 50 per cent. In contrast, no reduction in activity occurred in the Timmins, Kirkland Lake and Sault Ste. Marie districts. While a surplus of pulp logs exists in some areas, lumber is in short supply. Prices have been rising very rapidly and demand has outstripped supply with no easing of the situation expected in the present year. The strike of

the independent contractors against Boise-Cascade in Fort Frances ended when an increase of 50¢ a cord, which raised the price to \$16.00 a cord, was agreed to by both parties in the dispute. Boise-Cascade is prepared to build a 38 million dollar Kraft Mill in Fort Frances, if and when a new arrangement can be worked out between the company and the town of Fort Frances, over a 64 year-old power agreement which presently gives the town 75 per cent of the power generated at the company's mill, at a reduced rate. The company has to buy its additional power needs from Ontario Hydro at a much higher rate than that which it can charge the town of Fort Frances under the terms of the agreement. Lecours Lumber of Hearst is replacing its circular saws with bandsaws and renovating other equipment. New construction will include a bandsaw mill, drying kiln, and planing mill. The company expects to sell approximately 50 per cent of production in the U.S. once the re-equipped plant is fully operational. In other areas, saw mills are operating at or near full capacity, while paper mills continue to maintain their December production levels.

Employment in most mines has remained stable with only replacement hiring taking place. However MacIntyre Mines of Timmins laid off 50 to 60 men, mostly staff and auxiliary service personnel, on the closure of part of its gold mining operations. Falconbridge Nickel Mines Limited has been hiring in order to man up a new mine, and some increases in personnel at International Nickel Mines Limited has been reported. Both companies have announced a 9.6 per cent increase in nickel prices, bringing the price of electrolytic nickel to \$1.03 per pound (U.S. funds).

In Port Arthur, work on a \$5 million ship conversion, which began in January, should last until May. In addition to recalling men previously on lay-off, the company concerned hired 100 additional men for the duration of the contract.

Construction is seasonally quiet, with few new projects being started. Headway Corporation Limited was awarded a contract for 66 low rental units in Timmins and excavations started the first week in December. Another firm, Ellis-Don Limited of Toronto, has been awarded a \$1 million contract for a new public school in Timmins; work began in February. Cochrane Enterprises of Cochrane, plans a 10,000 square foot expansion of its power and veneer production facilities, with work to start in June 1969. In addition, a number of major contracts have been announced, which suggest higher levels of construction activity later this year.

Grain drying operations at the Lakehead are continuing at a maximum operational level, 24 hours a day, 7 days a week, in elevators with drying equipment. However, some elevators without such equipment have closed down and laid off employees. Of the 40.8 million bushels of grain in storage, 7½ million bushels are classified as tough or damp, and require drying.



Manpower Requirements in Television in Ontario

Television production is one of the more attractive areas of employment open to young people. It is a profession in which there are no formal entry requirements, anyone may aspire to become a TV producer, and many of those working in the industry in Ontario have had no specialized institutional training in this field. There are a number who are graduates of the radio and television arts course at Ryerson Polytechnical Institute of Toronto, and a few from other institutions, but well over half those employed in television production have received their training on the job. There are some indications that this situation is changing. The growth of educational television has created a demand, at present relatively small, for university graduates with specialization in the communications field. It is expected that this demand will continue to grow. There will, however, be a continuing need for people without a university degree, in both commercial stations and educational television.

Although no industry has been subject to more official investigations, relatively little information is available on manpower in television broadcasting. There are no published statistics, for example, on overall employment in the industry or numbers employed by occupation. The Department of Manpower and Immigration has estimated, on the basis of a survey carried out in 1968, that about 3,000 people are employed in television broadcasting in Ontario. Of these, an estimated 975 are engaged in production, that is they are directly concerned with preparing and putting on programs. These figures refer to the 19 public and private television broadcasting stations in the province and to educational television. They also include closed-circuit television production for schools and universities but not studios producing TV commercials.

It is estimated that employment in television production, as defined above, will expand from 975 to 1,400 in the five-year period from 1969 to 1973. This represents an increase of over 80 persons per year. The breakdown of this estimate as between educational and other television is given below:

TABLE 1
Projected Employment in Television Production
in Ontario, 1969-1973

	Employment	
	1969	1973
Existing VHF Stations ⁽¹⁾	900	1,050
New VHF Stations	—	100
Educational Television	75	250
Total	975	1,400

(1)VHF (Very High Frequency) stations broadcast on channels normally received on household TV sets in Canada; UHF (Ultra High Frequency) channels cannot be received on most sets.

The main source of new opportunities, conservatively estimated at 175 jobs over the five years, will be in the educational television field. ETV will be broadcast over the Ultra High Frequency channels, which are expected to be allocated soon. It is not yet clear whether the federal or provincial government will operate these stations but the Ontario Government will be responsible for program content. A provincial ETV agency is already producing programs in quantity. It has a production staff of about 50 which is expected to at least double in the next five years. Over 60 per cent of the present staff are university graduates.

Manpower requirements in closed-circuit TV are difficult to predict but some officials in the industry believe that the growth in this sector will be as great as that on the broadcasting side. These openings will be scattered throughout the province as closed-circuit systems become increasingly common in the schools and universities. Most universities and some local school boards can be expected to produce programs of their own. School programs now are being turned out on a small scale in Toronto and Ottawa and other centres plan similar agencies. Because of the uncertainties that exist as to future development possibilities, it is difficult to predict the number of new jobs from this source. An estimate of 100 openings has been used in this study.

Staff additions by existing television stations may be nearly as large as those in the educational field. Both the CBC and CTV networks have plans to increase their production. Their programs are produced in the larger stations in the province and employment in these has been expanding at the rate of about 5 per cent annually. These stations are expected to provide most of the increases in production work force in the next few years. The smaller stations are not expected to show any significant increases, in fact are trying to cut back on staff because of rising costs. Overall, about 150 new jobs are estimated in existing private stations to 1973.

A third potential source of new employment is the establishment of new VHF stations. There are several cities in the province with one station, where the provision of a second channel may be feasible. Licenses were granted by the Canadian Radio Television Commission in 1968 to two such centres, London and Kingston. The prospects for a third station in Toronto, which on the basis of its population should have at least three, appears remote. In the projections shown in Table 1, allowance has been made for five new stations from 1969 to 1973, with an average production complement of 20 each.

A number of interesting technological developments now are taking place in television but these are not expected to have any significant impact on production employment up to the early 1970's. The effect of colour television on production has been minimal. On the technical side, the opposite is true; engineers with experience in colour are extremely scarce and there is also a shortage of colour technicians. A second development, the spread of cable TV, also has had little influence. This is solely a transmission device at present although it is possible that cable TV operators will get into production. Cable TV may allow small stations access to larger markets which could lead to increased programming on their part. On the other hand, fear has been expressed by the television industry that the use of communications satellites, from which programs can be beamed to any part of Canada, will eliminate much of the need for local stations. If this does occur, it will be some time after 1972 which is the target date for the orbiting of the first Canadian satellite.

The geographical distribution of TV stations in Ontario determines the hiring patterns for production personnel. The head offices of the networks and the two largest station production staffs are located in Toronto. Nearly fifty per cent of production employment is located in that city. The next largest production centre, Ottawa, accounts for fifteen per cent of total employment. These two centres between them, therefore, account for nearly two-thirds of the total. The remainder of the industry is scattered throughout 14 different locations in the province. In these, production staffs are quite small, varying between thirteen and thirty persons. The median size is sixteen.

In the large stations, there is a fine division of labour and occupations are well-defined. In the small stations, however, an employee may carry out several or perhaps all of the tasks which have to be done. This factor makes it difficult to determine the breakdown of employment by occupation in the industry. However, an estimate prepared by the Department of Manpower and Immigration for 1968 is given below. The residual groups include the more specialized occupations such as writers, editors, and film librarians as well as some individuals who could not be classified into any occupation.

There are a number of occupations which are common to all sectors of the industry. Every station will have one or more producers, who plan and co-ordinate programs. Producers often act as directors as well. The producer-director may have a number of production and script assistants. Other supporting staff include announcers, cameramen, script and continuity writers and news reporters. Every station has switchers, teleciné and VTR operators. The teleciné operator is concerned with slide and film projection; the VTR man records live television programs

on magnetic tape. The switcher operates the video console, observing dials and setting switches to control the quality of the image.

TABLE 2
Occupational Structure in Television
Production, Ontario, 1968

Occupation	Employment	
	No.	%
Announcers	129	14
Cameramen	150	17
Editors, Film	68	8
Producer-Directors	183	20
Production and Script Assistants	89	10
Teleciné Operators	76	8
VTR Operators	92	10
Other	112	13
Total	899	100

There is a difference in the type of work carried on as between the small stations and the large stations and network production. The former may produce from 10 to 30 hours of live television a week. Almost all have news, weather and sports programs. Other kinds include children's or women's shows, farm broadcasts and religious services. On the whole, these programs are short, from five to fifteen minutes. They have to be produced quickly mainly for commercial purposes. The networks produce a wider variety of shows, including drama, musical or sports productions. More specialized skills are required in this work, such as film editors, news editors, larger numbers of news reporters, make-up people, costume, graphic and scenic specialists.

Since the best opportunities are in Toronto, there is a continuous movement of staff from the smaller centres to that city. New entrants to the industry invariably have to start off in a small station, as the large stations tend not to hire inexperienced people. Once arriving at a larger production centre, there is a tendency for people to become "locked in" and not move elsewhere. This movement makes it difficult to estimate the extent of labour turnover in television production and resultant job openings. Estimates of turnover given the Department of Manpower and Immigration by individual stations ranged from two to eighteen per cent annually. A second feature of employment in the television industry is promotion from within. There are no training courses which would permit a person to start in the middle or top ranks of the industry.

Television production offers good employment opportunities but those thinking about entering the profession should consider the advantages of formal training. In educational television, a university degree with specialization in television and perhaps teaching experience may be required for higher-level jobs. There are no

degree courses in communications and broadcasting in Ontario but Ryerson Polytechnical Institute has a special one-year course for university graduates and a three-year course open to high school graduates. For those without post-secondary education, the smaller commercial stations appear to offer the best employment opportunities.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

January 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	458	Niagara Falls	1,784
Barrie	934	North Bay	1,693
Belleville	804	Oakville	937
Bracebridge	482	Orillia	717
Brampton	1,271	Oshawa	2,759
Brantford	1,271	Ottawa	4,413
Brockville	463	Owen Sound	1,426
Carleton Place	185	Parry Sound	482
Chatham	1,615	Pembroke	1,525
Cobourg	862	Perth	349
Collingwood	705	Peterborough	1,677
Cornwall	1,779	Picton	268
Elliot Lake	294	Port Arthur	1,517
Fort Erie	416	Port Colborne	413
Fort Frances	315	Prescott	500
Fort William	1,574	Renfrew	522
Galt	1,245	St. Catharines	3,394
Gananoque	320	St. Thomas	295
Goderich	767	Sarnia	981
Guelph	905	Sault Ste. Marie	2,021
Hamilton	8,185	Simcoe	656
Hawkesbury	419	Smiths Falls	361
Kapuskasing	501	Stratford	500
Kenora	1,051	Sturgeon Falls	643
Kingston	1,832	Sudbury	2,473
Kirkland Lake	753	Tillsonburg	472
Kitchener	1,542	Timmins	2,085
Leamington	313	Toronto Metro	26,670
Lindsay	584	Trenton	837
Listowel	456	Walkerton	435
London	4,492	Wallaceburg	505
Midland	830	Welland	1,399
Napanee	809	Windsor	4,694
New Liskeard	781	Woodstock	591
Newmarket	760		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, January, 1969

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES FOR ONTARIO**

February 28, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	440	Niagara Falls	1,601
Barrie	1,095	North Bay	1,705
Belleville	943	Oakville	953
Bracebridge	536	Orillia	638
Brampton	1,320	Oshawa	2,719
Brantford	1,430	Ottawa	4,840
Brockville	571	Owen Sound	1,330
Carleton Place	216	Parry Sound	224
Chatham	1,768	Pembroke	1,726
Cobourg	832	Perth	349
Collingwood	728	Peterborough	1,773
Cornwall	1,883	Picton	353
Elliot Lake	272	Port Arthur	1,394
Fort Erie	420	Port Colborne	506
Fort Frances	294	Prescott	538
Fort William	1,688	Renfrew	547
Galt	1,320	St. Catharines	3,621
Gananoque	297	St. Thomas	274
Goderich	739	Sarnia	1,077
Guelph	949	Sault Ste. Marie	1,933
Hamilton	9,082	Simcoe	675
Hawkesbury	443	Smiths Falls	372
Kapuskasing	574	Stratford	523
Kenora	1,121	Sturgeon Falls	645
Kingston	1,950	Sudbury	2,413
Kirkland Lake	779	Tillsonburg	476
Kitchener	1,566	Timmins	2,083
Leamington	369	Toronto Metro	28,459
Lindsay	739	Trenton	775
Listowel	543	Walkerton	460
London	4,637	Wallaceburg	490
Midland	942	Welland	1,527
Napanee	846	Windsor	4,939
New Liskeard	723	Woodstock	676
Newmarket	793		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, February, 1969.*

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	196
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 5 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)432-6793
Sarnia	P.O. Box 184, Federal Building	(519)337-5571
Windsor	441 University Avenue, West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon River	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 323, Federal Building, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 433-1251
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	58 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	100 King Street East	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	86 Clarence Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	195 Main Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261



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DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bi-monthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Department of Manpower and Immigration, Box 23, Toronto Dominion Centre, Toronto 111, Ontario

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LABOUR MARKET INDICATORS CANADA AND ONTARIO			
DESCRIPTION	DATE	CANADA	ONTARIO
Population	April 1969 April 1968	21,007,000 20,700,000	7,425,000 7,283,000
Immigration I (all immigrants)	Jan.-Mar. 1969 Jan.-Mar. 1968	30,788 35,601	16,177 18,980
Immigration II (immigrants directly into labour force)	Jan.-Mar. 1969 Jan.-Mar. 1968	16,764 18,864	9,011 9,863
Labour Force	April 1969 April 1968	8,061,000 7,712,000	2,994,000 2,848,000
Employment	April 1969 April 1968	7,629,000 7,276,000	2,894,000 2,741,000
Unemployment	April 1969 April 1968	432,000 436,000	100,000 107,000
Unemployment Rate (as a % of Labour Force)	April 1969 April 1968	5.4 5.7	3.3 3.8
Av. Weekly Wages & Salaries (industrial composite)	February 1969 February 1968	\$115.40 \$106.99	\$119.00 \$109.78
Av. Hourly Earnings (in manufacturing)	February 1969 February 1968	\$ 2.72 2.49	\$ 2.85 2.59
Av. Hours Worked Per Week (in manufacturing)	February 1969 February 1968	40.3 40.4	40.2 40.4
Monthly Housing Starts (urban areas)	March 1969 March 1968	11,679 8,737	4,769 3,384
Total Housing Starts (urban areas)	Jan.-Mar. 1969 Jan.-Mar. 1968	33,957 23,019	13,587 8,709

Major Developments

Buoyant business conditions and high levels of employment continued to characterize the Ontario economy throughout the first four months of this year. The business upswing can be dated to mid-1968 with the trend in employment somewhat lagging but gaining momentum by early fall. Comparing the first four months, employment expanded by 5.8 percent from 1968 to 1969, a rate significantly above the 2.2 percent registered from 1967 to 1968. Over the same periods, the labour force grew by 4.9 and 2.9 percent respectively. As a result, unemployment dropped by 13.1 percent from 1968 to 1969 in contrast to an increase of 19.5 percent recorded in 1968 over 1967 (see accompanying table).

The economic outlook indicates continued strong performance in the business sector and expansion in employment throughout 1969. This forecast assumes that the dampening effect of the counter-inflationary monetary and fiscal measures adopted by the Federal Government continue to be restraining rather than reversing influences and that the large number of students entering the Ontario labour market in May and June will result only in a temporary deterioration of the employment-unemployment situation. In support of this outlook is planned construction investment which shows a 10 percent increase to \$3.9 billion over the 1968 level. Most important in terms of sustained employment growth, however, is the anticipated increase in 1969 on capital expenditure for machinery and equipment, estimated to rise by 18.5 percent over the 1968 figure, to \$2.5 billion. Investment in the manufacturing sector alone is expected to expand from \$768.6 million in 1968 to over \$1 billion, a rise of 35 percent. This compares with a decline of 4.5 percent and 14.1 percent respectively between 1967 and 1968.

The main areas of growth have been the construction and manufacturing industries. In construction, most Ontario centres reported employment activity was higher than is seasonally "normal" during March and April. In the first four months of this year, urban housing starts totalled 18,950 in Ontario, an increase of 36 percent over the corresponding period last year. The most impressive gains were reported in the larger urban centres — Ottawa, Kitchener, Oshawa, Hamilton, London and Metropolitan Toronto. In addition, with large commercial and industrial projects now, or shortly to be, under construction, a serious shortage of skilled construction tradesmen is expected to emerge by early summer throughout Ontario. These shortages will become critical in Toronto and Hamilton if the labour disputes in these centres will not be settled soon. In Toronto, a strike of about 3,000 electrical workers at the beginning of May was followed by a lock-out of over 20,000 construction workers by the affected employers. As a result, work was halted on construction projects valued at over \$2 billion. Similarly, a strike by the 800 carpenters in Hamilton has effectively shut down over \$500 million of construction work in Hamilton, affecting an additional 5,000 construction workers.

Employment activity in manufacturing has been generally reported at levels well above last year. Pulp and paper, iron and steel, and motor vehicle production have continued to show the greatest gains in terms of output. However, employment

gains are expected in all sectors of manufacturing, especially food and beverages, metal fabrication, foundries, and steel production, furniture and electrical appliances, and aircraft.

A major development concerning Ontario's mining industry was the Ontario Government announcement of amendments to the Mining Act and Mining Tax Act, tabled in the Provincial Legislature on April 2 this year. These amendments stipulate that all mineral concentrates produced in Ontario will be required to be processed in Canada unless specific Cabinet exemption is granted. By the end of April this stipulation had been modified to a minimum requirement of 51 percent of the metal concentrate to be processed in Canada for existing operations. Newly formed companies, however, will be required to fulfill the 100 percent requirement, with January 1, 1970 as the deadline.

Of note is the exemption granted to the Texas Gulf Sulphur Company when it announced plans to build a \$50 million refining and smelting plant at Hoyle, near Timmins. Initially the company will be required to process over 51 percent of the zinc concentrate from its nearby Kidd Creek mine and will be able to export for processing outside Canada the remaining 49 percent of zinc concentrate, and its total silver and lead concentrate. While the percentage of zinc concentrate processed at Hoyle is planned to increase to 75 percent within a five year period, there has been no announcement about the treatment of the lead and silver concentrate.

**LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT
ONTARIO, JANUARY TO APRIL, 1967, 1968, 1969**

	January	February	March	April	Jan.—April Average
	000's	000's	000's	000's	000's
A. Labour Force					
1967	2718	2711	2767	2787	2746
1968	2804	2823	2824	2848	2825
1969	2947	2962	2955	2994	2965
Percent Change					
1967 to 1968	3.2	4.1	2.1	2.2	2.9
1968 to 1969	5.1	4.9	4.6	5.1	4.9
B. Employment					
1967	2616	2610	2660	2687	2643
1968	2684	2693	2691	2741	2702
1969	2836	2846	2856	2894	2858
Percent Change					
1967 to 1968	2.6	3.2	1.2	2.0	2.2
1968 to 1969	5.7	5.7	6.1	5.6	5.8
C. Unemployment					
1967	102	101	107	100	103
1968	120	130	133	107	123
1969	111	116	99	100	107
Percent Change					
1967 to 1968	17.6	28.7	24.3	7.0	19.5
1968 to 1969	-7.5	-10.8	-25.6	-6.5	-13.1
D. Unemployment Rate (%)					
1967	3.8	3.7	3.9	3.6	3.9
1968	4.3	4.6	4.7	3.8	4.5
1969	3.8	3.9	3.4	3.3	3.7

Source: Dominion Bureau of Statistics, *Labour Force Survey*, Published monthly.

OCCUPATIONAL SHORTAGES – ONTARIO APRIL, 1969 As Reported by Canada Manpower Centres		
STRONG	MODERATE	LIGHT
Domestic Maid Company Labourer Insurance Salesman Tool & Die Maker Waitress	Automobile Mechanic Stenographer Machinist Registered Nurse Pipefitter	Housekeeper Cosmetologist-Hairdresser Secretary Clerk-Typist Typist Cabinetmaker Nursemaid Electrical Draftsman Electrician Manager Trainee Mechanical Engineer Accountant Mechanical Draftsman Physiotherapist Securities Salesman
<div> Light –25–50 Shortages Moderate –51–100 Shortages Strong – over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Occupational Shortages — Ontario

Shortages were reported by Canada Manpower Centres in 25 occupations during the month of April, compared with 28 for same period last year. There are five occupations in which shortages are reported as strong, five as moderate and fifteen as light. This compares favourably with the situation a year ago when the distribution of shortages reflected a greater concentration on the moderate and strong categories. The occupations are, with few exceptions, similar to those reported at this time last year.

Poor working conditions and low wages have resulted in chronic shortages of workers in several occupations including waitresses, domestic maids, nursemaids and housekeepers. Many domestic positions stipulate live-in arrangements. The demand is expected to intensify with the approach of the summer season but could be ameliorated if summer students are prepared to accept such work.

In the skilled trades, the shortages continue to be widespread throughout the province. The shortage of machinists is particularly concentrated in South-eastern Ontario. Favourable business conditions have increased the demand for tool and die makers. A previous shortage of pipe fitters in Sarnia has been rectified, but persists in Sault Ste. Marie.

Securities and insurance salesmen continue to be in short supply as suitable applicants are discouraged by the commission system of payment. There is also a shortage of qualified bilingual secretaries and a continuing general shortage of experienced clerical and stenographic personnel, concentrated in Toronto.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
FEBRUARY 1968 AND 1969**

	Employment Indexes 1961=100		Average Weekly Wages and Salaries	
	Feb. 1969	Feb. 1968	Feb. 1969	Feb. 1968
	No.	No.	\$	\$
Eastern Ontario				
Belleville	118.8	113.7	100.61	93.14
Brockville	125.1	135.0	114.69	104.92
Cornwall	136.0	125.6	109.10	103.97
Ottawa-Hull	131.1	123.3	106.60	99.91
Central Ontario				
Brampton	269.9	259.0	117.14	109.27
Oshawa	142.2	81.2	136.03	118.55
Peterborough	133.6	129.1	120.91	112.03
Toronto	129.8	123.7	120.18	110.57
Hamilton	120.6	118.8	120.01	105.02
Niagara Peninsula- Kitchener Area				
Brantford	131.8	125.1	110.51	101.43
Guelph	134.2	103.4	107.91	100.21
Kitchener	148.6	139.9	105.92	97.54
Niagara Falls	101.1	101.7	110.94	103.95
St. Catharines	137.9	106.8	133.92	112.03
Welland	110.3	108.0	133.91	125.63
Southwestern Ontario				
Chatham	136.2	134.1	111.58	108.97
London	121.7	118.1	110.68	100.34
St. Thomas	175.6	172.9	113.62	108.81
Sarnia	137.6	131.8	148.00	139.36
Stratford	145.2	140.1	101.00	91.87
Windsor	152.3	146.0	134.52	119.09
Woodstock	157.7	142.8	108.34	101.43
Northern Ontario				
Fort William-Port Arthur	118.2	113.6	114.21	102.06
North Bay	109.7	104.2	114.34	106.50
Sault Ste Marie	120.8	113.7	128.78	121.80
Sudbury	122.2	111.0	140.28	131.47
Timmins	70.9	77.8	104.40	100.19
Ontario	127.1	120.7	119.00	109.78

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*, February 1969.
The Queen's Printer, Ottawa.

Area and Industry Developments

MARCH - APRIL 1969

EASTERN ONTARIO

A moderate increase in employment opportunities was reported in the later part of the first quarter of 1969. Current indications are that this improvement will continue throughout the second quarter. Manufacturing firms account for much of the of the increased activity to date. The volume of construction projects in progress and scheduled to get under way in the near future suggests a high volume of activity in the industry this year. The seasonal resumption in agriculture has not as yet resulted in much hiring, but enhanced demand for sales and service occupations is confidently expected in the retail trade and hospitality industries as the tourist season approaches.

The increase in manufacturing employment may be largely attributed to higher production levels in the synthetic textile and electrical products industries. Employment increases were recorded in all major textile plants in the district and took the form of recalls from layoff, together with steady week-to-week increases in production staff. Electrical and electronic products plants maintained the high levels of employment that were initiated during the later quarter of 1968. Production and assembly staffs are now virtually at full strength though a number of vacancies still remain for technical personnel. Recalls from layoff were also recorded in metal fabricating plants as well as in factories producing transportation equipment. On the other hand, production increases toward capacity in the pulp and paper industry resulted in little or no increase in employment as the industry attempts to hold the line on production costs. Temporary layoffs occurred in plants producing plastic sheeting and other plastic products in the Cornwall area. The three to four month layoff of some 65 persons by Fingerhut International, manufacturers of auto seat covers and car coats, is attributable to high production costs in the industry and a cutback in mail order operations due to the higher postal rates.

Increased hiring in the manufacturing sector is receiving a further impetus from the manning-up of new plants in the Hawkesbury, Napanee and Trenton areas. Further increases are expected as production levels rise to operating capacity; to date, no major recruiting problems have been met by the firms concerned, with local labour supplies generally proving adequate. In addition, a number of major plant expansions and developments by firms new to the District have been announced. Rehau Plastiks of Canada Ltd. is to build a new plant at Prescott. Initially, it will employ 60 persons. Domartine Papers Ltd. plans to extend its Cornwall facility to provide an additional 60 jobs, and a \$1.5 million plant expansion by Ontario Steel Products Ltd., Gananoque, is expected to provide 80 new jobs for the manufacture of plastic products. An electronics firm is to build a new factory at Pembroke, and plant expansions by manufacturers of rivets and of metal fabrications are reportedly under way at Gananoque and Smiths Falls respectively.

One adverse development is the closure of the Kingston factory of Fairbanks-Morse Ltd. on July 1, which will affect some 200 salaried and hourly-rated personnel. The plant is at present strike-bound. Two other major industrial disputes in the area are at Chesterville, where the two-month old strike by 200 employees of Nestlé Milk Products Ltd. could have repercussions on the local dairy industry if further prolonged; and at the town of Cardinal, where 470 employees of Canada Starch Ltd. struck at the end of April.

Industrial construction together with the institutional construction previously reported was augmented by several new projects scheduled to start shortly. Queen's University, Kingston, has announced plans for a \$5.2 million physical education complex together with a further \$12 million for construction of its McArthur College to be built in two phases over the next two to three years. Plans were also announced for a \$2.6 million regional jail to be located in the Napanee area. Construction will begin during the next few months. In addition, relocation of the Unemployment Insurance Commission regional office and a \$1.5 million expansion of Bell Telephone's training centre will affect the Belleville area. No problem is anticipated in meeting demands for unskilled labour. However, shortages of skilled tradesmen will develop as several of these projects progress.

Though industries affected by seasonal factors especially the trade and hospitality sectors will increase their hiring activity over the next two months, the number of summer jobs available in these industries and in manufacturing plants are limited. As such the supply of persons seeking this type of employment, primarily university and high school students, seems likely to exceed the demand and a substantial number may be without employment throughout the summer.

OTTAWA METRO

The seasonal increase in economic activity during March and April has added strength to the economy of Ottawa Metro. However, the district still faces a number of problems. Federal Government constraints continue to dampen employment in many clerical and professional occupations, and summer employment for students threatens to be a problem. Housing starts and construction as a whole will provide a stimulus, as well as continued growth in retail sales and service employment.

Employment in construction will boom this year. There is already a shortage of bricklayers in the area, and all skilled craftsmen will easily find employment throughout the season. There are a number of reasons for this growth. In 1967, public works' projects could not compete with the demands of Centennial Year celebrations. Furthermore, in 1968, the shift to regional government caused some uncertainties with respect to zoning law changes, financial aid, and priorities. These are now settled. Finally, the firm decision with respect to height regulations in the central core of the city will enable proposed buildings to decide whether these restrictions warrant expansion.

There are several indicators of increased activity. The City of Ottawa issued a total of 337 building permits for construction worth \$22.6 million in the first three months of 1969. In the comparable period in 1968, 359 permits worth \$21.2 million were issued. These permits covered 705 housing units in 1969, compared to 367 in

the first quarter of 1968. This indicates a substantial shift from single to multiple dwelling housing. Also, Central Mortgage and Housing Corporation has recently approved \$4.0 million in loans to the Ontario Housing Corporation for four public housing projects in Ottawa. Finally, contracts worth \$72.4 million have been awarded in the first quarter of 1969, compared to \$19.9 million during the first three months of last year. In view of all these projects, demand for construction workers will be strong throughout the summer and early fall period.

During the last few years, there has been a trend, especially in the clerical field, toward the use of temporary help. This phenomenon is particularly strong in Ottawa Metro. The federal government hiring freeze has meant that government departments satisfy most of their short-term manpower needs with temporary help. However, as the necessary paperwork in industry grows but exhibits volume fluctuations, so business also finds it efficient to use temporary employees. The increasing availability of women and marginal labour market participants has been a complementary trend within the labour force. Some sources indicate that the number of temporary workers hired this year in Ottawa is sixty to one hundred per cent higher than in 1968. The increased turnover accompanying this change has meant an increase in apparent unemployment among clerical occupations with demand centered on bilingual, skilled workers.

Expansion in retail trade has continued throughout 1969. Recent by-law changes have permitted stores to remain open two nights each week. A DBS report concerning Ottawa department stores indicates that sales by the large department stores within the city have increased 6.8 per cent to more than one million dollars per week. Sub-urban locations continued to dominate downtown locations, increasing sales by 11.3 per cent while the downtown department stores suffered a 1.5 per cent decline. There is a resultant continuing demand for bilingual salespersons.

Industrial parks often determine new industrial locations throughout Ontario. Ottawa Metro benefits from the National Capital Commission's involvement in this area. This federal government commission has the power to expropriate that land which it feels is necessary for the proper development of the capital region. As such, they have bought, developed, and sold several industrial sites. This is of long-term benefit to the Ottawa area, since developers are reluctant to hold land zoned for industry for an indefinite period if market demand suggests an alternate use, while public agencies are prepared to hold land in keeping with specific government redevelopment plans. This means that expansion of Ottawa Metro's industrial employment will be more orderly, with fewer problems of skill shortages, than is likely to occur elsewhere.

A major problem in manpower utilization during the next few months will be student employment. Currently, there are over two thousand students registered for summer employment in Ottawa Metro. It is anticipated that there will be ten thousand more registrants. It is unlikely that many of these will find employment. Federal government restrictions on hiring and budgets, the longer school term and shorter work period, and some current labour surpluses preclude large scale hiring. The increasing student population augments the volume of registrants. Special efforts on the part of several agencies will help. However, the above factors indicate substantial unemployment among students throughout the summer.

CENTRAL ONTARIO

Employment conditions are in general favourable for the time of year. A number of manufacturing firms have taken on additional labour, in part due to strong advances in export sales. The automotive industry has increased production over the last year and related industries have benefited. The construction industry anticipates a busy season in some centres, with localised shortages of skilled tradesmen in prospect. An increased number of students have registered for summer employment, and a vigorous campaign is being mounted by the Canada Manpower Centres to secure employment for them.

Activity in the agriculture and forestry industries has been limited by the spring thaw. Half-load restrictions on secondary roads halted logging operations in Parry Sound. In Grey and Bruce counties, a million trees are to be planted as part of a fifty-year reforestation program.

Most manufacturing industry is enjoying improved business conditions, with numerous reports of higher production levels, and increased hiring activity. In the electrical sector, General Electric (Peterborough) has received a \$7 M. order for propulsion equipment for diesel-electric locomotives. This has reversed the previous downward trend in employment at the plant. R.C.A. Victor has hired additional workers, including cabinet makers, in response to increased home and export demand. Major developments in the transportation and related equipment industry include an anticipated increase in employment of 25 per cent or 400 over the next two years at the Peterborough plant of Outboard Marine Ltd., subject to skilled labour being available. This expansion is attributable to the growing popularity of snowmobiles.

Production in the automotive and auto component industries, centered in Oshawa and Brampton, is at a high level. Most companies have increased employment in recent months and reports of layoffs are few. However, two main auto manufacturers in the district, General Motors at Oshawa and American Motors at Brampton are not expected to hire additional labour between now and the seasonal layoff for the annual model change at end-June/July.

Elsewhere in the manufacturing sector, plant expansions and/or increased hiring are being undertaken by firms manufacturing products as diverse as corrugated board, vinyl fencing, material handling equipment, castings, paper products and plastics. At Port Hope, Eldorado Nuclear Ltd. has completed a new plant to process zircon sand from Australia into zirconium ingots for coating nuclear fuel bundles, reactor coolant tubes and flash bulbs. On-the-job training has been carried out in co-operation with the local Canada Manpower Centre for about 80 production workers. The company is also building uranium hexafluoride plant.

The outlook in the construction industry in Central Ontario varies from one locality to another. The Peterborough area will be adversely affected by the municipality's decision to cut capital expenditure from some \$5½ M. to \$0.9 M. this year, on account of the poor market in municipal debentures and the high prevailing rates of interest. Ground clearance has started on the Douglas Point Power Station project, but construction schedules have yet to be announced, and no significant building work is expected to begin this year. Among the major new contracts on which work

should be in progress later this year are a plant in Orangeville for Canadian Westinghouse, and major residential and hospital developments in Oshawa.

The sales and services sectors have been generally quiet, with no overall significant increase in demand for retail sales occupations, office clerks, hairdressers, nurses and janitors. However, waitresses and domestics remain in persistent short supply, and in the tourist areas, there are already indications that cooks and maintenance men will be in acute shortage by early summer. New store openings in Brampton and Bramalea in June are expected to provide 270 new jobs.

NIAGARA PENINSULA- KITCHENER AREA

The majority of centres in the area report an increase in business activity over the January-February period with several industries hiring additional personnel for summer manufacturing, construction and agricultural activity. This rise in employment is expected to continue and gain momentum in the next few months as these sectors reach their peak production levels.

There has been a continuous demand in the area for fully qualified farm workers in poultry and dairy farming. Pruning of the vineyards and fruit trees in the Niagara area was completed in March with some additional labour hired for this short-term. Migrant farm workers are beginning to reappear locally in preparation for seasonal work.

Construction remained relatively stable compared with the previous period, but a large increase in building permits issued in the district indicates a likely improvement in activity. However, inclement weather conditions forced several layoffs, including one at the Welland Seaway Project. Skilled construction workers such as bricklayers, heavy equipment operators, lathers, roofers and plasterers have been in demand and it is likely that unskilled workers will be needed. A surplus of carpenters and painters is not expected to persist. Major construction projects include several apartment and housing complexes and shopping plazas. Ford of Canada is adding a new inspection building to its Oakville plant and Union Carbide Ltd. of Welland plans to construct new facilities for the production of graphite at an approximate cost of \$10 million. In the Kitchener-Waterloo area the outlook for construction activity continues to be favourable. The Ontario Housing Corporation has recommended the construction of family units in Waterloo while the Federal government has given approval for two housing projects at Kitchener. In contrast, at Fort Erie employment opportunities in road construction were limited as a result of the half-load limits effective during the spring thaw.

Hiring in manufacturing industries increased during the period and it is anticipated that employment will continue to improve in the new future. The Galt and Hespeler textile mills are continually hiring labourers and seeking experienced weavers, spinners, and dyehouse workers. The machine shop trades have been in brisk demand with 40 skilled and semi-skilled personnel hired in St. Catharines and 30 more expected in the next month. In the area generally, there is some shortage emerging of skilled engineering tradesmen, including welders, machinists and tool and die makers. Shoe factories in the Kitchener area are seeking experienced workers and power sewing machine operators are in shortage. At Fort Erie, workers laid

off in March at Fleet Manufacturing are being recalled for work on a contract for aircraft components. Guelph reports also indicate much improved employment activity in the manufacturing sector. The Guelph Casket Company having reduced its staff as a result of the destruction of equipment by fire last fall, plans to resume hiring as new machines are installed. Semi-skilled male workers are also in considerable demand at Kemp Manufacturing. Adverse developments include a seasonal slow-down in manufacturing of steel drainage pipes at the Armco establishment. It is expected, however, that about 20 employees will be recalled in May. The W.C. Wood Company, manufacturers of machinery, has also laid off about 100 workers for an indefinite period. Kearney-National (Canada) Limited, manufacturers of Hydro Switchgear have laid off 75 workers during the past 12 months due to cut-backs in orders resulting from foreign competition.

Several major labour disputes were settled during the period under review. The Cyanamid of Canada Ltd. strike, affecting 500 production workers in Welland was settled on March 26. Terms of settlement included an average wage increase of 46¢/hr. over two years, increased welfare, shift premiums and vacation benefits. However, Port Weller Dry Dock has not negotiated a new contract and layoffs are expected during the next few weeks. Of the 90 workers involved in the Ontario Steel Products Ltd. layoff in Milton, 50 have returned to work and the balance returned April 30. Husman Ltd., a commercial refrigeration and air conditioning outlet in Brantford, was forced to lay off 65 workers but the cutback is not expected to last for more than 4-5 weeks.

Placement of personnel in wholesale and retail trade has generally remained static although some segments, e.g., gift and souvenir shops have increased employment with the approaching tourist season. Only variety stores noted a slight increase in business and a recently opened Woolco store in St. Catharines confirmed placement of approximately 200 salesclerks. A \$10 million shopping complex on a 33 acre site planned for Galt is expected to provide 400 jobs on completion.

Deferred orders for personal service workers have been placed at Canada Manpowe Centres. These occupations include waitresses, maids, and hairdressers. The demand continues for day workers, housekeepers, cooks and domestics to live in, occupations which are in constant shortage.

Welland reports indicate that banks and finance companies continue to experience difficulty in recruiting manager trainees due to the reluctance of young men to move across the province or country. Both Welland and Guelph are expecting this situation to improve still further, but suitable sales personnel are at times difficult to recruit. Similar difficulties are still experienced by insurance firms due to the reluctance of personnel to work on a commission basis.

TORONTO METRO

Employment activity in March and April reflected generally improved business conditions, and was consistent with normal seasonal experience. Enhanced demand for labour was largely confined to construction - supported by comparatively favourable weather conditions - and manufacturing; no significant improvement was apparent in the trade and service sectors. The number of students registering

for summer employment increased during the period, and early indications are that there will be a shortage of job opportunities for them.

Although increased construction activity was evident, the industry has yet to regain its full seasonal momentum. This year, the outlook appears particularly favourable in the Toronto area, providing disputes between unions and contractors in progress at the time of going to press can be resolved without a prolonged work stoppage. Major projects just under way or scheduled to start soon include a number of major high-rise apartment developments, a \$17 million building for the Canada Life Assurance Company, a \$48 million complex for Manufacturer's Life Insurance, an \$8 million new building for Ryerson Polytechnical Institute, and a \$25 million float glass factory for Pilkington Ltd. Demand for construction labour is expected to rise steadily to a fall peak.

Most manufacturing sectors are running at high production levels. Orders for skilled engineering trades, especially machine operators and production machinists have increased substantially over the comparable period of 1968, and tool and die makers and brake operators are in acute shortage. The garment industry reported a shortage of qualified cutters and this year no post-spring layoffs are anticipated. In contrast, some seasonal reductions in employment occurred in the fur trade and among footwear and toy manufacturers. The Pet Milk Company released approximately 150 employees on the transfer of its chocolate manufacturing operation to the Maritimes, but the majority secured alternative employment with the assistance of the local Canada Manpower Centre. Industrial disputes in the manufacturing sectors were not widespread during the period under review; a three-week stoppage affecting 300 employees at Lily Cups Ltd. was settled, but one involving 225 workers at the electrical products plant of McGraw Edison (Canada) Ltd. was still in progress at the time of going to press.

The major expansions announced in March and April were the Pilkington factory referred to above and a new development by Reynolds Extrusion Co. Ltd. The new Pilkington plant is the Company's second float glass facility in Toronto and completion is scheduled for early 1971. No indication is available at present of the numbers to be employed. The internationally-known aluminium company, Reynolds Extrusion Co. Ltd. is to build a new plant in the Richmond Hill area of North York. The building is expected to be substantially completed by the end of 1969, and should ultimately provide up to 500 new jobs.

Within the field of clerical and sales, there was an increase in the demand for workers in the various typing occupations. A critical shortage exists of clerk typists, stenographers and secretaries. The demand for experienced bookkeepers, payroll clerks, and keypunch operators continued with few qualified clients available. Several companies have raised their wage rates in an attempt to fill persistent vacancies, with varying degrees of success. Insurance companies continued to be a prime source of employment for persons with typing skills and file clerks. Banks are hiring tellers, ledger keepers and general clerks, both experienced and inexperienced.

With the arrival of spring and the approach of summer, demand is increasing for certain service occupations, especially spring cleaning domestics, live-in

housekeepers, child monitors for summer vacations and general clean-up men. However, the low wages and status associated with many service occupations plus the unfavourable working conditions and generally poor transportation facilities has resulted in a serious supply-demand disequilibrium gap.

HAMILTON

Increased seasonal activity in primary industries combined with an active construction sector helped to produce a level of activity which was significantly above that of the corresponding period in 1968. In addition, customers' stockpiling of inventories kept primary steel production at near-capacity levels while large orders increased employment significantly in some steel fabricating firms. Trade and services industries continued the rapid employment growth which has characterized these industries since 1961. They have accounted for about half the recent new employer orders at the Hamilton Canada Manpower Centre. However, since January there has been an increasing number of labour disputes – a situation which might become more serious later in the summer.

A slight increase in demand for farm labourers characterized local agriculture as a result of the seasonal increase in activity, however, this has a marginal effect on the Hamilton labour force.

Customers of the Steel Company of Canada (Stelco), spurred by the possibility of a strike at that company later this summer, have begun to stockpile inventories with the result that both the Steel Company and Dominion Foundries and Steel (Dofasco) have experienced a very strong domestic demand and are working at near capacity levels. Both firms plan heavy capital investment in plant facilities over the next few years. Stelco will undertake expansions at several plants during the coming year including the Welland and Brantford plants, and the Hilton and Frost works in Hamilton. Dofasco announced long-term plans for a major integrated steel complex on Lake Erie, similar to Stelco's large Nanticoke complex. This move will bring Dofasco closer to the large steel market in southwestern Ontario and provide additional facilities for plant expansion and docking. It is also seen as a move to maintain its competitive position in this market relative to Stelco.

National Steel Car anticipates production will be maintained at a high level this year. As a result of the CPR contract received in February, they have had to hire a large number of welders and fitters, and doubled employment to 2,400. This represents a complete reversal in the market situation for welders; they are now in shortage, whereas last year they were in surplus. The company expects to receive further orders this year, so it is probable that most of the newly-hired labour will remain on the company's payroll for the balance of 1969. At International Harvester, however, last year's separate strikes by plant and office staff are expected to reduce the company's export sales in 1969, with resultant depressing effects on Harvester's employment which could be alleviated only by a very strong domestic market this year.

Business opportunities during 1969 appear very favourable at Canadian Westinghouse Co. Ltd. in view of the contracts received during this period and those announced earlier in the new year (see the January-February *Review*). These

included a four million dollar contract for engineering and electrical apparatus for Dofasco's new mill in Hamilton, a two million dollar contract from Stelco for electrical and electronics design work for the hot strip mill to be built at Nanticoke, a one million dollar contract for electric equipment at the new University of Toronto library, and an \$850,000 contract for the installation of elevators in a building in Toronto.

Large institutional projects dominated an extremely active local construction industry in April, and led to premature shortages of many construction tradesmen. Recent Ontario budget austerity moves did not affect work on McMaster University's new \$72 million Health Sciences Centre, the \$7.7 million social sciences building, and two new student residences. Rezoning decisions have brought one step closer to reality a privately-developed \$50 million office-apartment complex in the central city and a \$15 million residential complex on the West Mountain. Work is either underway or due to begin this year on all the above projects, and when these are added to the \$23 million Canadian Centre for Inland Waters at Burlington and the over \$200 million expansion plans by Dofasco and Stelco in the Hamilton area, the net result will be a very great pressure on the construction trades later this year. In April, which is by no means a time of peak activity in the industry, shortages of bricklayers, roofers, plasterers and lathe operators already existed. However, all construction work in the Hamilton area may be halted in early May if contracts are not approved by contractors and the 14 construction unions.

In past years the weeks before Easter have produced increased retail sales help by local merchants. However, Hamilton retailers, especially the larger stores, have adopted the policy of retaining large numbers of part-time staff throughout the year, and then merely increasing their hours at such busy times as Christmas or Easter. The results of this policy, which were apparent last Christmas and this Easter, were that the seasonal sales surge had little impact on employment, except insofar as smaller variety stores hired additional help through the Canada Manpower Centre. Apart from the lack of significant seasonal activity, however, retail trade continued to expand its employment. The opening of a new shopping plaza contributed to the April employment increase in this field.

Employment continued its marked expansion in the service sector. McMaster University and Mohawk College created a demand for a wide variety of professional and skilled occupations, as did local hospitals and engineering and scientific services. Personnel at the semi-skilled and unskilled level were in great demand in personal services, notably by barber and beauty shops and by private households. Fears that recent Ontario taxes on food, liquor and hotel rooms would lessen activity and employment in restaurants and hotels have not been realized, since demand for cooks, waitresses and countermaids has continued to be strong. Some of the demand for less experienced personnel represented replacement, but the majority of the new orders have arisen as a result of expansion in this industry.

Strike activity increased in March and April following a relatively quiet January-February period. On 25 March, 18 nurse-teachers at the Hamilton and District School of Nursing ended a 22 day strike; while the week-long dispute by 120 steelworkers at Greening Industries ended 22 March. The strike affected 275 persons

at the plant. In the next few months, strikes may affect 5,400 construction tradesmen, 2,400 steelworkers at National Steel Car, and 12,000 Stelco employees. All of these strikes will have important consequences for the local economy, since they cover the main industrial groups in the area.

SOUTHWESTERN ONTARIO.

Throughout the district, there was an increase in employment during March and April. However, within this overall movement, no significant trends are discernible, once allowance is made for the impact of normal seasonal factors. For example, in manufacturing, hiring activity varied considerably from one Canada Manpower Centre to another, and has outwardly borne no relationship to the sectors of the industry in which firms are engaged. Assessment of the current position was further complicated by numerous mainly minor industrial disputes. Increased hiring by the trade and services industries was even more localised geographically. Only in construction was activity more consistent throughout the district; compared with the same period of 1968, the present volume of hiring, combined with the number and volume of building permits issued in the major urban centres, augur well for the industry for the remainder of this year.

Agriculture is experiencing its usual seasonal revival and advance orders have been placed at a number of centres for crop planting and harvesting labour. Although no difficulties are being experienced in filling current orders, fears have been expressed in some localities that the readier availability of well-paid construction work this spring may render competent farm help less easy to secure this year.

Although manufacturing production levels remained generally high, hiring activity varied from area to area. There were few new hirings at Chatham, where a number of plants, including International Harvester, still had personnel on lay off at the end of April. In marked contrast, at Goderich, formerly a 'difficult' area for manufacturing employment, the Canada Manpower Centre experienced difficulty in meeting various local firms' orders for unskilled female labour and skilled and semi-skilled tradesmen.

The motor vehicle industry in Southwestern Ontario is not in general producing at the level anticipated last fall. Component manufactures are busy, but present work forces appear sufficient for present production. General Motors' Windsor plants went on four-day weeks during April due to strikes in the Company's U.S. Plants; Chrysler's Windsor assembly lines were also closed for a period due to a strike at a Detroit stamping plant. Although G.M. and Ford's Canadian sales are well up on 1968 levels, and Chrysler is keeping abreast of its performance last year, with the companies plants also producing for the U.S. market, improved sales performances in Canada are not necessarily reflected in increased production and employment locally. One bright spot in the industry was the announcement by Ford that due to demand for the new 'Maverick' line, the second shift at the company's St. Thomas plant was being brought forward by two weeks. Additional labour required was recruited through the St. Thomas Canada Manpower Centre.

Comparatively few extensions and new developments were announced for the area during the period under review. New industry continues to move into the Goderich area — the latest additions are a furniture manufacturer for Clinton, and a firm making factory-built housing at Huron Industrial Park, Centralia.

A number of expansion projects announced by firms represent a considerable capital outlay, but will result in little additional employment on completion. A steel tube manufacturer at Woodstock will require few new employees to man-up a \$1.6 million expansion, but the ultimate is probably the Dome Petroleum project at Sarnia. The plant will produce propane, butane and isobutane from liquid petroleum gas brought in from Alberta via the interprovincial pipeline. Pipelines have been built to link the plant with local petrochemical plants. A total of \$35 million is to be spent in construction of the plant in the next year, but when operational, probably in 1970, permanent employment will amount to only about six people.

Construction activity, including roadbuilding, moved ahead sharply during the period under review. By the end of April shortages were emerging in certain skilled trades, and some centres envisage that students seeking temporary employment will prove very acceptable to contractors this summer. Finish carpenters are reported in short supply at Tillsonburg, Leamington, and Windsor; bricklayers at Leamington; electricians at Windsor and Leamington, and unskilled and semi-skilled labourers at Goderich. Construction at Ontario Hydro's Nanticoke project is on schedule, with hiring confined principally to tradesmen. Temporary housing for up to 600 construction employees is being built, for completion late in June.

The transportation and retail and wholesale trade industries undertook little hiring during March and April. However, the shipping season at Goderich opened on April 5, and the salt and grain traffic has built up steadily since. There are growing indications that the larger retail stores are increasing their reliance on part-time staff, who work as the volume of business demands.

In the business and personal services sectors generally, hiring activity was not widespread. The introduction of a new minimum wage for restaurant, motel and hotel workers has resulted in some employees requiring workers for shorter shifts, e.g. 4–5 hours as against a previous 8 hours. Clients are proving reluctant to take work as in many instances they cannot earn sufficient money per shift.

Although experienced, mature office personnel, commission salesmen, waitresses, bartenders, domestics and hairdressers can be placed in most areas, there is a continuing surplus of inexperienced office help extending over most categories and a shortage of openings for young persons in the 16–19 age group seeking a career in personal service occupations.

NORTHERN ONTARIO

With the advent of warmer weather, shifts within the various fields of economic activity in Northern Ontario took place. While tourism and construction have begun to pickup, the annual spring "break-up" has curtailed logging operations temporarily. The arrival of spring has led to the seasonal upswing in retail and wholesale trade activity from its normal post-Christmas depression. In April, the Ontario Government announced its intention of introducing new legislation to require

smelting and refining of ores to be carried out in Canada. In terms of employment and economic activity, this announcement is expected, in the course of the next few years, to improve the employment outlook for Northern Ontario mining communities such as Timmins. In the wake of the Ontario Government's announcement, Texas Gulf Sulphur stated it would build a \$50 million smelting and refining complex in the Timmins area to handle output from the new mine at Kidd Creek. Permanent employment is expected to be at least 200, with the associated mine employing possibly 500 when fully operational in the 1970's.

The cutting of pulp and saw logs came to a halt in most areas as the warm weather melted the ice roads and the forest trails turned into quagmires. In March, 950 power saw operators and skidders were laid off in the Port Arthur area, for recall between mid-April and the end of May. When the recall will take place depends upon the weather. A prolonged hot and dry spell would dry out the logging roads in time for an early return, while cold and wet weather would have the opposite effect. The pulp and sawmills in the northern part of the district appear to have an adequate supply of logs to keep them operating at peak capacity. However, a shortage of saw logs in the northeastern area is reported. In this area the Abitibi Platewood Mill at Sturgeon Falls recently closed, with the consequent loss of jobs for 86 workers. On the other hand, Fort Frances expects the proposed Boise-Cascade Kraft Mill will provide 200 to 225 new woods jobs and 80 to 100 new mill positions. In the northwestern district two new logging camps will be opened in the Port Arthur area entailing the hiring of around 270 additional power saw and skidder operators.

The seasonal upswing in construction activity is under way. In the New Liskeard area 470 men are employed at Ontario Hydro's project on the Lower Notch of the Montreal River. It is expected that the labour force will reach 700 by mid-summer when the cement pouring hits full stride. The present work force consists mainly of heavy equipment operators, teamsters, blasters and drillers. A related sub-contract currently employing 145 men will require an additional 50 men by summer. No areas in the district anticipate a slack construction season, and in some a shortage of skilled tradesmen is expected to emerge, especially North Bay, Sudbury, and Sault Ste. Marie. Sudbury has been experiencing mild shortages particularly in the cement trades (bricklayers, finishers, etc.) throughout the winter and these could become severe by June. While the International Nickel Company and the Falconbridge Nickel Company expansions have kept construction activity high throughout the winter, the industry is likely to get an additional boost with the launching of the 12 million dollar commercial phase of the local urban renewal project. The greatest need at the Soo will be for welders, pipefitters and structural steel men, to handle a large industrial expansion at Algoma Steel. Construction activity should also be fairly brisk in the Elliot Lake area with the building of a new wharf and ship berth to service a new quick-lime plant being build at Spragge. The district's mines will serve as the market for the lime.

The big news in the district's mining centres was the Ontario Government's proposals to introduce legislation to ensure that in future all ores mined in Ontario are smelted and refined in Canada. While this legislation will undoubtedly affect all areas of the district in the years ahead, it is of most immediate importance to Timmins and Sudbury. Texas Gulf Sulphur Company has already announced

its intention to build processing facilities for its new Kidd Creek ore body in the vicinity of Timmins. The economy of this area which had been experiencing high unemployment since its gold mines began running down some years ago will benefit considerably from the additional mining and processing employment, which should accrue in the early 1970's. While the Sudbury mines are immediately affected by the new legislation, the local impact may be less than at Timmins. Sudbury has been experiencing a labour shortage for several years and the provision of extensive new industrial facilities in the area will only intensify an already tight labour market situation.

In the industry generally, miners are in demand in the Soo and Sudbury areas. However, Surlaga Gold Mines at Wawa, north of Sault Ste. Marie, only went into operation last August, has laid off some 60 of its 109-man crew. Unless economically workable reserves can be uncovered during the next three months, the remainder of the labour force may be laid off by mid-summer. Some of the men recently made redundant have secured alternative employment at Algoma Ore Division, Wawa.

Throughout the district, the level of advance tourist bookings indicate another prosperous season. This year as in the past it is expected that the hospitality industry will experience difficulties in securing sufficient seasonal labour, especially cooks. Low wages and the temporary nature of the employment are the principal causative factors.

The retail trade sector is reviving from the usual post-Christmas depressed conditions. Sudbury reports some 200 new sales and store labour jobs, with the opening of new super markets. However, these new jobs are only a marginal easing of the chronic surplus of females on the local labour market.

The high levels of economic activity anticipated in the Sault Ste. Marie and Sudbury areas this summer are contingent upon the avoidance of major industrial disputes. In July, contracts between the United Steel Workers' Union and International Nickel at Sudbury and Algoma Steel at Sault Ste. Marie expire. Neither of these communities has a sufficiently diversified industrial base to be able to absorb the effects of the closing down of these companies for any length of time.

**REGISTRATIONS OF ENEMPLOYED CLIENTS SEEKING
FULL-TIME EMPLOYMENT, BY CANADA MANPOWER
CENTRES FOR ONTARIO**

March 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	480	Niagara Falls	1,545
Barrie	1,079	North Bay	1,738
Belleville	793	Oakville	967
Bracebridge	557	Orillia	720
Brampton	1,437	Oshawa	2,902
Brantford	1,237	Ottawa	3,853
Brockville	543	Owen Sound	1,508
Carleton Place	206	Parry Sound	323
Chatham	1,794	Pembroke	1,832
Cobourg	840	Perth	330
Collingwood	641	Peterborough	1,896
Cornwall	2,012	Pictou	315
Elliot Lake	311	Port Arthur	1,186
Fort Erie	439	Port Colborne	459
Fort Frances	396	Prescott	464
Fort William	1,926	Renfrew	526
Galt	1,254	St. Catharines	3,094
Gananoque	269	St. Thomas	249
Goderich	707	Sarnia	992
Guelph	1,049	Sault Ste. Marie	2,122
Hamilton	8,863	Simcoe	584
Hawkesbury	440	Smiths Falls	322
Kapuskasing	638	Stratford	530
Kenora	1,149	Sturgeon falls	741
Kingston	1,778	Sudbury	2,660
Kirkland Lake	781	Tillsonburg	539
Kitchener	1,665	Timmins	1,822
Leamington	476	Toronto Metro	23,739
Lindsay	785	Trenton	812
Listowel	503	Walkerton	909
London	4,293	Wallaceburg	429
Midland	1,040	Welland	1,277
Napanee	857	Windsor	4,711
New Liskeard	781	Woodstock	497
Newmarket	908		497

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, March 31, 1969.

**REGISTRATIONS OF UNEMPLOYED CLIENTS SEEKING
FULL-TIME EMPLOYMENT, BY CANADA MANPOWER
CENTRES FOR ONTARIO**

April 30, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	434	Niagara Falls	1,479
Barrie	1,156	North Bay	1,692
Belleville	860	Oakville	896
Bracebridge	492	Orillia	648
Brampton	1,515	Oshawa	3,445
Brantford	1,237	Ottawa	10,123
Brockville	456	Owen Sound	1,113
Carleton Place	229	Parry Sound	254
Chatham	1,632	Pembroke	1,790
Cobourg	899	Perth	301
Collingwood	660	Peterborough	1,925
Cornwall	1,867	Pictou	300
Elliot Lake	321	Port Arthur	1,383
Fort Erie	397	Port Colborne	373
Fort Frances	413	Prescott	427
Fort William	1,784	Renfrew	461
Galt	1,176	St. Catharines	3,185
Gananoque	212	St. Thomas	251
Goderich	611	Sarnia	1,316
Guelph	1,458	Sault Ste. Marie	2,066
Hamilton	8,557	Simcoe	604
Hawkesbury	416	Smiths Falls	332
Kapuskasing	798	Stratford	321
Kenora	1,068	Sturgeon Falls	728
Kingston	2,295	Sudbury	2,317
Kirkland Lake	895	Tillsonburg	472
Kitchener	1,371	Timmins	1,739
Leamington	439	Toronto Metro	22,283
Lindsay	458	Trenton	786
Listowel	475	Walkerton	575
London	4,138	Wallaceburg	464
Midland	1,008	Welland	1,576
Napanee	840	Windsor	4,618
New Liskeard	699	Woodstock	453
Newmarket	888		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, April 30, 1969.*

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 433-1251
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	100 King Street East	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	195 Main Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	196
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 5 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)432-6793
Sarnia	P.O. Box 184, Federal Building	(519)337-5571
Windsor	441 University Avenue, West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon River	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 323, Federal Building, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104



ONTARIO

Manpower Review

MAY-JUNE 1969

Volume 2 No. 3

Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

May-June 1969

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bi-monthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Department of Manpower and Immigration, Box 23, Toronto Dominion Centre, Toronto 111, Ontario

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Major Developments

The overall level of employment in Ontario during the May-June period has been high, reflecting generally buoyant business conditions. Housing starts, new commercial construction, seasonal upswings in the tourist industry and high production levels in manufacturing indicate that the employment situation will remain favourable throughout the summer. These trends have developed against a backdrop of continuing inflation, but by fall may be affected by increasingly stringent anti-inflationary measures. Strikes and lockouts in major urban centres in the Province have affected activity in non-residential construction and have brought wage settlements with increments of up to 43 per cent over a two-year period. Employment campaigns have been mounted by both Federal and Provincial governments in an attempt to assist the increasing volume of students seeking summer employment.

Current monetary and fiscal policy designed to curb inflationary trends is likely to be a principal factor determining the levels of economic activity and employment in coming months. The impact of recent increases in prime lending rates to 8½ per cent and of the fiscal measures introduced by the Minister of Finance on June 3, will depend largely on the outcome of anti-inflationary moves in the United States. This may not be apparent for several months. To date, increasing interest rates have not proven adequate in restraining investment and spending. Financial institutions have attempted to ration loans but have also drawn upon reserves, thereby providing for a sustained high level of borrowing. With reserves now approaching minimum requirement levels, increased selectivity in granting financial support would appear imminent.

The acceleration of tariff reductions affecting some labour-intensive industries such as textiles and garments may result in some cutbacks in production and relevant staff. The deferral to the end of 1970 of capital cost allowances on commercial buildings in 18 Ontario cities may also prove to have a moderate restraining effect on some projects. However, high levels of investments in other construction sectors will likely absorb any developing labour surplus.

Construction activity in the Province has been high during the May-June period despite a number of major strikes and lockouts in Toronto, Ottawa, Windsor, Hamilton and other urban centres. Employment of construction labour was not seriously affected due to the availability of non-union work. In the Toronto area, disputes beginning with the strike of electricians have halted some \$2 billion of commercial construction since early May with some trade unions negotiating increases in the order of 30 per cent and more over a two-year period. Work stoppages have continued into July pending settlement with all construction trades involved.

For the remainder of 1969 construction activity and employment are expected to remain high. Indicative of favourable trends is the 29 per cent increase in the total value of contracts awarded in Canada during the first quarter of 1969, compared with the same period last year. Some major developments recently announced include a \$37 million, 94 acre complex, including industrial, commercial, residential

and institutional developments, in the Whitby area. Subject to rezoning approval, construction will begin this fall. Work has already begun on the clearing of property for the construction of the Sherway Centre in Toronto, an 80 acre site to contain an enclosed shopping complex with over 100 retail stores. A \$9 million expansion of the Ryerson Polytechnical Institute is underway with completion expected in 1971. Construction has started on the \$100 million Commerce Court in downtown Toronto; it will be the tallest building in the Commonwealth.

Manufacturing industries are experiencing generally favourable business conditions. Steel production is at a high, although this may be due to demand for stockpiling in anticipation of labour disputes. Current negotiations underway between Stelco and Algona and the United Steel Workers of America may affect as many as 24,500 production workers. Contracts at both companies expire July 31. Negotiations are also underway between the Steelworkers and the International Nickel Company of Canada. The present contract affecting over 17,000 workers is to expire July 10. The current demand for steel is derived from the general strength in pipe, consumer durables and machinery and equipment manufacturing. Auto manufacturing has also reflected considerable strength; production this year has consistently exceeded the figures for the same period in 1968.

New developments announced include a 60,000 square foot expansion of stamping and associated rail facilities of General Motors of Canada Limited. The Aluminum Company Limited of Montreal also plans to construct a multi-million dollar wire and cable plant in Ontario. Production is expected to be underway by March, 1971. A \$3 million plant is to be built at Prescott, Ontario, for the production of pipe for municipal water and sewage systems. At present, no indications are available of the labour required for these projects.

In the service industries, the seasonal increase in activity is reflected in shortages of waitresses, cooks, and other holiday industry occupations. This has provided some opportunities for summer students. In agriculture, reduced exports of grain have had a depressing effect on employment at the Lakehead as the general level of economic activity has been dampened. The prospects for grain farming could well determine employment levels in the farm machinery and implements industry in Ontario.

With the completion of the 1968-1969 school term, students and graduates are again facing difficulties in finding employment. The increasing volume of student labour is reflected in the May estimates of the labour force: of the 62,000 increase about 87 per cent was concentrated in the 14-19 and 20-24 year age groups. Both Federal and Provincial governments have launched extensive programs aimed at increasing employment opportunities for summer students. Premier Robarts, in a letter to some 30,000 employers requested their assistance, while the Provincial Government increased the numbers of students it hired for summer employment, over the comparable period last year. The Federal Department of Manpower and Immigration has extended the "jobs for students" campaign considerably, as reflected in a budgetary allocation of over \$200,000, compared with \$72,000 for the summer of 1969. Increases over the last year have also been made in the numbers of students hired by the Federal Government.

**LABOUR MARKET INDICATORS
CANADA AND ONTARIO**

DESCRIPTION	DATE	CANADA	ONTARIO
Population	April 1969 April 1968	21,007,000 20,700,000	7,425,000 7,283,000
Immigration I (all immigrants)	Jan.-Apr. 1969 Jan.-Apr. 1968	43,448 52,488	23,229 28,190
Immigration II (immigrants directly into labour force)	Jan.-Apr. 1969 Jan.-Apr. 1968	23,475 27,989	12,859 14,913
Labour Force	May 1969 May 1968	8,248,000 7,871,000	3,056,000 2,902,000
Employment	May 1969 May 1968	7,862,000 7,505,000	2,959,000 2,798,000
Unemployment	May 1969 May 1968	386,000 366,000	97,000 104,000
Unemployment Rate (as a % of Labour Force)	May 1969 May 1968	4.7 4.6	3.2 3.6
Av. Weekly Wages & Salaries (industrial composite)	March 1969 March 1968	\$ 116.04 107.57	\$ 119.64 110.13
Av. Hourly Earnings (in manufacturing)	March 1969 March 1968	\$ 2.74 2.51	\$ 2.88 2.62
Av. Hours Worked Per Week (in manufacturing)	March 1969 March 1968	40.6 40.1	40.5 39.6
Monthly Housing Starts (urban areas)	April 1969 April 1968	15,542 11,883	5,443 5,211
Total Housing Starts (urban areas)	Jan.-Apr. 1969 Jan.-Apr. 1968	49,499 34,902	19,030 13,920

OCCUPATIONAL SHORTAGES – ONTARIO JUNE, 1969		
STRONG	MODERATE	LIGHT
Domestic Maid Company Labourer Tool & Die Maker Waiter-Waitress Auto Mechanic Machinist	Insurance Salesman Cook Registered Nurse Hairdresser-Cosmotologist Housekeeper Secretary Mechanical Engineer Typist	Stenographer Lathe Operator Manager Trainee Canvasser-Solicitor Steam Fitter Salesperson Electrician Milling & Planing Operator Woodworking Machine Operator Office Machine Operator Driller Arc Welder Tile Setter Physiotherapist Cabinet Maker Upholsterer Autobody Repairman Mechanic Grinding Operator Packager Accountant Nursemaid Policeman Public Service Stationary Engineer
<div> Light – 25–50 Shortages Moderate – 51–100 Shortages Strong – over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Occupational Shortages — Ontario

The number of occupations with shortages of 25 or more has increased to a total of 37 from the April total of 25, and from 32 in the same period last year. Most of the 14 new additions to current shortages were in the light, or 25 — 50, category. The moderate group recorded cooks as the one new addition, but consisted primarily of shifts from the light group recorded in April. Occupations from the April list not recorded in June include pipefitters, electrical draftsmen, and securities salesmen. The current list, although similar to that of the same period last year, differs in terms of the distribution among the three categories shown in the chart on the page opposite.

The higher seasonal demand for workers in the hospitality industries is reflected in an increased number of shortages of cooks and housekeepers. Waiters and domestic maids, previously reported, continued to be in chronic shortage primarily as a result of poor working conditions and low wages. While students may be taking some positions in these occupations, they do not appear to be alleviating the general shortage situation.

Widespread shortages persist in the skilled trades and account for a considerable proportion of new occupations on the current list. Most shortages appear in the machine and woodworking trades.

The shortage of suitable applicants in the insurance sales occupations continues, in part as a result of the commission system of payment. The demand for clerical and stenographic personnel also continues to be unsatisfied as the general shortage of bilingual and otherwise qualified applicants continues, primarily in Ottawa and Toronto.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
MARCH 1968 AND 1969**

	Employment Indexes		Average Weekly Wages and Salaries	
	March 1969	March 1968	March 1969	March 1968
			\$	\$
Eastern Ontario				
Belleville	118.9	114.0	101.60	94.29
Brockville	126.4	132.2	113.75	103.25
Cornwall	137.9	127.0	109.61	104.17
Ottawa - Hull	131.9	123.3	107.84	101.44
Central Ontario				
Brampton	268.0	256.6	119.32	110.00
Oshawa	141.2	128.8	135.54	91.45
Peterborough	135.7	128.9	122.07	112.89
Toronto	131.1	125.0	120.52	111.53
Hamilton	122.2	117.8	120.78	113.67
Niagara Peninsula- Kitchener Area				
Brantford	133.7	125.0	111.24	101.18
Guelph	139.6	132.9	107.47	100.41
Kitchener	149.3	140.3	106.84	99.05
Niagara Falls	101.4	100.1	112.44	104.63
St. Catharines	139.8	117.7	131.30	104.38
Welland	108.7	108.9	138.02	125.20
Southwestern Ontario				
Chatham	135.9	131.1	114.00	108.55
London	121.9	117.4	111.25	101.67
St. Thomas	197.4	169.9	118.42	108.95
Sarnia	139.2	134.2	147.61	139.97
Stratford	144.4	136.9	102.31	96.82
Windsor	150.0	144.8	135.18	121.80
Woodstock	158.9	142.7	108.37	101.91
Northern Ontario				
Ft. William-Port Arthur	116.6	112.8	114.79	103.18
North Bay	110.9	105.1	114.76	108.51
Sault Ste. Marie	122.6	114.6	131.51	123.54
Sudbury	123.9	112.1	140.79	129.93
Timmins	70.1	77.2	106.44	100.48
Ontario	128.1	122.2	119.64	110.13

Source: D.B.S., *Employment and Average Weekly Wages and Salaries*, March 1969.
The Queen's Printer, Ottawa.

Area and Industry Developments

MAY - JUNE 1969

EASTERN ONTARIO

Employment conditions continue to vary significantly between centres in Eastern Ontario, against a background of generally increased activity in part reflecting seasonal factors. Agriculture and the tourist industry were adversely affected by the heavy spring rains, and in manufacturing, a number of lay-offs and plant closures occurred, despite a generally favourable economic climate.

The delay in farming operations this spring has meant that demand for labour to date has been easily met. It is uncertain how the market for farm labour in Eastern Ontario will develop this year, since while the description of planting schedules could result in a sudden heavy demand for farm hands, some farmers have indicated that planting has passed the critical date for maximum yields in grain and vegetables, which may lead to reduced demand for labour this season. In addition, tree planting by the Ontario Department of Lands and Forests, which had provided temporary work for some two hundred men, terminated at the end of June.

Construction activity varies throughout the District. Increased work loads in the south are causing a heavy demand for skilled and unskilled labour, especially bricklayers and carpenters. In contrast, surpluses of construction workers still persist in the smaller centres of the Ottawa and eastern St. Lawrence valleys. An additional problem in the smaller municipalities is that to the extent that out-of-town contractors employ mobile construction labour forces, employment opportunities for local people are reduced, a trend reinforced by innovations in construction technology such as off-site prefabrication.

The completion of the Madawaska Hydro project has led to the gradual release of 165 workers. However, the contractors for the new hydro plant at Bath are now hiring. The peak construction labour force this year is expected to be only 60, but within the next two years a maximum of 1,500 construction jobs are anticipated.

The employment outlook in manufacturing again varied from one centre to another. At Kingston, the closure of Fairbanks Morse Canada Limited at the end of June made over two hundred men redundant, many of them highly skilled. However, elsewhere in the western part of the district, a number of expansions have been reported. Crane Canada Ltd. has opened a new plant at Trenton to employ about eighty, and Piasechi Aircraft of Canada has bought part of the abandoned air force base at Picton for a development which may ultimately employ 200. Also at Picton, the ten-month-old strike at Proctor Silex Co. Ltd. ended. At Belleville, Northern Electric continues to expand, and the completion of Oxo Spice plant is expected to provide about one hundred new jobs. Increases in employment are also

reported from a number of employers in the Napanee area. In the northern and eastern parts of the District, there has been less activity. Modest increases in employment by some garment manufacturers, a reduction in employment by a textile company, and reports of expansion planned by Black and Decker Ltd. and Digital Equipment of Canada Ltd. are the most noteworthy developments.

Students employment problems will be an important feature of urban labour markets this summer. Much of the rural student labour force is expected to secure agricultural employment, especially in harvesting. Despite efforts by all sectors of industry, and Federal and Provincial Government Departments, student unemployment is expected in most urban centres in Eastern Ontario.

Although the tourist industry got off to a slow start this year on account of inclement weather, the change of season initiated the annual increase in demand for waitresses, counter girls, cooks and other restaurant and resort service personnel. Most municipalities hired students to staff parks, recreation facilities and tourist bureaus. Activity in the wholesale and retail trade sector has shown only a modest seasonal revival. Again, student labour will be recruited to replace vacationing employees on a short-term basis.

A recent study placed before the Ontario legislature proposed that Frontenac County develop tourism as a full-scale industry, and rationalize farming. It was suggested that 805 farms go out of production, enabling resources to be concentrated in 550 units of not more than 200 acres. This would displace over a thousand rural residents, five hundred of whom could be placed on resultant "corporate" farms, the remainder to locate in urban communities. It is claimed that these measures could alleviate rural poverty and permit optimum utilization of the country's human and natural resources.

OTTAWA METRO

Activity in the area is experiencing the normal upswing with the advent of spring and summer. The overall employment situation is favourable, although not entirely free from adverse factors. Delayed agricultural activity due to unusually heavy spring rains, and labour disputes in the construction industry may have militated against more rapid employment growth; in addition, the number of young, inexperienced workers seeking summer employment is expected to exceed seasonal employment opportunities, even if the construction industry is able to absorb some of the surplus once current labour disputes are settled.

Despite planting delays caused by inclement weather, there has been an increase in demand for farm hands. Experienced men are in short supply, and at the present levels of wages and salaries offered by some employers, no early improvement is expected. Landscaping service are in demand at this time of year, and again employers are experiencing difficulty in recruiting suitably experienced personnel.

The value of construction permits issued in Ottawa during the first five months of 1969 totalled \$43.3 million, compared with \$37.2 million in the comparable period of 1968. Much of the increase is in residential construction. Enhanced

demand for construction labour has been to some extent checked by labour disputes. Since mid-May, a dispute involving electricians has probably delayed \$100 million worth of construction projects, and there is some risk of additional disputes involving other tradesmen. Once labour disputes are settled, demand for construction workers of all types is expected to strain local resources of such labour.

There is increasing evidence that the Ottawa area is proving an attractive location to industry with sophisticated product lines and a relatively high research and development content. Northern Electric Co. Ltd., which recently added a \$3 million micro-systems international complex to its Crystal Bay facilities, has announced plans to build a \$3¼ million aerospace research center in Gloucester Township. Personal Plane Services Ltd. is to build a plant at Uplands Airport to provide complete engineering services for aircraft modification, and a factory is being established by Canahover Ltd., to manufacture commercial hovercraft, which will employ twenty-five initially to rise to a hundred ultimately. Other manufacturing developments announced in the area included a major expansion of the Campeau Corporation's component - built home factory, and the recall of assembly workers by Computing Devices Ltd. With the completion of new factory space, Computing Devices Ltd. will be recruiting an additional 200 workers.

It was reported that a significant proportion of the graduating class from the Ottawa Teacher's College have so far been unable to secure employment within the teaching profession. Apparently, reduced turnover of existing teachers, a falling birthrate, and economy drives by School Boards, are restricting the job market for teachers just when a growing number of students are being attracted to teaching as a career.

High school students have joined the university students as yet unemployed in the competition for summer jobs. The Ottawa Canada Manpower Centre, in conjunction with the student placement officers of local universities, has established a central office to handle placements. The supply of student labour is expected to far exceed employment opportunities this summer, notwithstanding the Federal Government increasing its student staff by 10 per cent. The extent to which the construction industry will be able to absorb students is uncertain, and for the most part only the smaller employers, mainly in the tourist industry, are providing summer job openings. However, high school graduates are expected to at least temporarily resolve the shortage of bilingual stenographers and secretaries that has persisted in Ottawa for some months.

The new \$46.5 million National Arts Centre opened in early June. A useful addition to Ottawa's tourist attractions, the Centre will provide permanent and part-time employment for more than 300 persons.

CENTRAL ONTARIO

With favourable economic conditions prevailing in most centres, both seasonal and non-seasonal factors have contributed to employment expansions during May and June. A trend of moderate increases in hiring has been evident throughout this year and indications are that employment opportunities will continue

to improve. Recruitment was most active in the manufacturing and service sectors. But unfavourable weather conditions delayed spring seeding in some areas resulting in below-seasonal hirings in agriculture. In the construction industry, the normal seasonal increase in activity was supported by high investment levels with shortages of skilled tradesmen emerging in some centres. Although employment in the industry has generally been at a high level, there have been short-term adverse influences.

Most manufacturing firms in the area are operating at near capacity levels. Hiring activity has been widespread although relatively moderate in size, and reported layoffs have been few. With new export orders, R.C.A. of Canada Ltd. has hired additional workers to man a second full shift at its coloured television tube plant in Midland, and has increased staff in the stereo and television cabinet plant in Owen Sound. The Company continues to experience difficulty in recruiting skilled wood-working tradesmen. Motorola Ltd., manufacturers of car radios, has recalled 49 female assemblers on layoff since February this year. Elsewhere, hiring was active among firms as diverse in product manufacturing as sheet metal, glass, iron and steel, farm and gymnasium equipment, electrical appliances, furniture and wood products, snow cruisers, plastics and fibre glass textiles. Shortages ranging from semi-skilled to skilled production trades have emerged and in some cases, the lack of qualified tradesmen had adversely affected production levels. Marked unfilled demand was noted in occupations ranging from upholsterers, specialized machine operators, machinists, foundry moulders, fitter and arc welders, wood-working tradesmen, tool and die makers, to production assemblers.

The automobile manufacturers are operating at full production prior to the normal annual model-changeover. General Motors of Canada Ltd., Oshawa, reported a production total of 231,593 units for the 1969 calendar year up to May 24, which compares favourably with 145,032 produced during the same period last year. At Brampton, the American Motors plant continued producing 960 units a week and have indicated that the normal seasonal layoff is scheduled to begin by June 27. Some 700 to 900 production workers will be affected for a five to six week period. Automobile parts manufacturers are at present operating at or near capacity; however, layoffs are likely once the assembly plants begin the model-changeover.

Announcements of new plant construction and expansions augurs well for continued high levels of employment in several centres in the area. Kimberly-Clark of Canada Ltd. announced plans to build a large tissue mill at an estimated cost of \$20 million with an anticipated staff of 90. Site preparation is scheduled to start by early September this year and it is expected that the mill will be operational by mid-March 1971. Besides requiring construction workers, the mill should contribute considerably to the local economy by an estimated annual wage and salary bill of about \$0.5 million. Canadian Westinghouse Co. Ltd.'s new plant at Orangeville is nearing completion. The production of electrical appliances is to start by early Fall and will provide employment for 100 female assembly workers initially. With the development of a new electrical component for cable television, Lindsay Speciality Products has received new orders and is to introduce by about mid-August an in-plant training program for additional electronic assemblers. In the Newmarket area, four new plants are to be operative by Fall, requiring 100 to 150 workers. Further construction of new plants include plastic extrusion, sealed glass unit, wire and cable manufacturers.

Few adverse developments resulting in layoffs were reported. Of note were the closure of the Vermont Marble Co. of Proctor, Peterborough, releasing 20 employees, Canadian Motor Lamp, Bracebridge, laying-off 50 to 70 female assemblers, and the loss of a major contract by the Schultz Die Casting Co., Lindsay, effecting substantial plant lay-offs. In the latter two cases, the reduction in employment is expected to be temporary.

In the service sector, activity was high in anticipation of the summer tourist season. Persistent shortages of domestic workers, short order cooks, chefs, and qualified waitresses worsened despite substantial hirings of summer students. The wet, cool weather during the period under review did not affect recruitment extensively since the tourist season normally does not begin until end-June, with the closing of schools for vacation.

Agricultural activity, on the other hand, was seriously hampered by the inclement weather with spring seeding well below normal. The asparagus crop yield in the Collingwood area was far below expectations, adversely affecting employment in the canning industry. As a result, requests for farm help was minimal except in Brampton and Cobourg where experienced single dairy farm hands and greenhouse workers respectively were actively sought. Sizeable hirings are not expected till fall when harvesting, particularly to tobacco farms, will be in full gear.

Despite unfavourable weather conditions affecting road construction, and strikes with subsequent lockouts halting most union projects in the Brampton, Oshawa and, to some extent, in the Peterborough area, employment activity was generally high throughout the area. Shortages of qualified construction workers have been emerging notably for experienced labourers, welders, carpenters, and bricklayers. Major developments announced during the period under review indicate high levels of activity well into 1971. Most important, in terms of employment, are large scale housing, hydro and institutional developments. Plans were announced for a satellite city near Georgetown with costs estimated at \$1 billion and a projected population of 47,000. School construction valued at \$2.5 million is in progress in the Brampton area. In Owen Sound, plans for a \$1 million housing development to include 63 units have been announced and the Owen Sound Regional School of Nursing valued also at \$1 million is expected to be completed by mid-July. A \$7 million sub-division is presently being considered for Keswick. In Newmarket, a \$3 million school addition, a new plaza, an eight-storey commercial-residential complex, proposals for new elementary and secondary schools indicate a potential construction boom to last well into the 70's. On the other hand, Peterborough and Lindsay appear to have been affected by the high interest rates prevailing in the mortgage market resulting in a reduction of construction projects and contracted demand for workers.

The major hydro developments at Douglas Point involves the construction of the Bruce Generating Station and the Bruce Heavy Water Plant. The respective contractors are Ontario Hydro and Lummus Canada Ltd. With grubbing and clearing nearing completion, Ontario Hydro has been actively engaged in recruiting construction workers for foundation and lay-out work in the surrounding centres - Owen Sound and Walkerton in particular. Lummus Canada Ltd., on the other hand, working

under an international agreement with the construction trade unions will initially draw its labour requirements from the union halls. Foundation and lay-out work is expected to start in early June and the anticipated work force should reach 300 workers by September this year for each project. Critical shortages may occur when construction progresses to the stage where a large number of certified mechanical and electrical trades will be required, particularly pipe and welder fitters. However, this phase will not be reached till well into 1970 when progress at the \$570 million Pickering Nuclear Power Station should be at a point where some of the certified tradesmen will be released and possibly available for work at Douglas Point.

The large influx of workers in the Douglas Point area may result in critical shortages of available accommodation. The contractors have planned the establishment of mobile units to house 1500 single men but family accommodation will be scarce.

In general, the volume of students looking for summer work has been increasing but the high level of employment activity has enabled many to find work in the service industry, retail trade and small plants. In some areas, the large number of university and community college graduates and female students are experiencing difficulty in securing employment.

NIAGARA PENINSULA - KITCHENER AREA

Employment continued to expand throughout the area generally. Increased production in the manufacturing sector was fairly widespread; although conditions and hiring activity varied somewhat with industry and location, there were very few instances of layoffs. Mostly, increased employment resulted from further utilization of existing capacity. Part of the improvement can be attributed to the normal seasonal pattern of increased activity in tourism, agriculture and construction. To some extent the latter two were affected by poor weather conditions which hampered operations, but in the case of agriculture, activities are now generally in full swing.

In the metal fabricating industries the picture is predominantly one of continued expansion and many firms are now very busy. The accompanying increase in employment has accentuated scarcities of skilled manpower, especially machinists, tool and die makers, welders and welder fitters. For farm machinery equipment, the trend is one of further continued recovery. At Brantford, Massey Ferguson hope to have recalled up to 1,000 workers by the end of July. In the transportation equipment industry, major motor vehicle and accessories manufacturers report increased production and there has been some modest hiring.

There have been a few minor layoffs. For example, in the Fort Erie vicinity, Fleet Manufacturing Limited and Hart & Cooley Ltd. laid off a number of workers. In both instances, however, the problem appears only temporary and that area reports improved employment activity over last year.

In primary metal manufacture, employers generally were busy with increases in employment which may continue through the summer. However, in Port Colborne there is a possibility that Algoma Steel will lay off 100 men for several months due to lack of orders.

In the rest of the manufacturing sector the trend followed the general bias of expansion in production and increased employment. In the electrical equipment industry production continued at high levels. At Oakville, Marathon Electric Research of Canada is expected to recruit up to 200 people during the next few years for a new plant scheduled to open towards the end of this year. For furniture, textiles and chemicals conditions show steady to expanded production, and in the food processing industries there is the usual seasonal increase in activity. Meat packing firms and biscuit manufacturers in particular have increased employment to cope with expanded production. Recruitment in the Niagara Peninsula for the fruit processing industry is well underway.

In construction, employment activity has been rather slow for the time of year. In the Niagara Peninsula, one of the causes has been poor weather conditions which reduced work on major projects such as the Welland Canal Relocation. In contrast, in the Kitchener area, the pace of construction has accelerated to the extent that shortages of painters, carpenters, plasterers and concrete workers have already emerged.

In the service sector, the normal seasonal pattern of improvement in the employment situation is well underway. The seasonal increase in real estate business was accompanied by a light demand for salesmen, and local banks are in the process of recruiting high school graduates. In the retail trades, there were steady to improved conditions generally, although in Port Colborne sales have dropped off due to local fears of a strike at International Nickel Company, the town's largest employer. One of the most important developments was the announcement that Towers Stores and Food City plan to open a large discount-type store in Brantford which will provide employment for up to 200 people. In the personal service industries, there has been the usual seasonal increase in employment of hotel, motel and restaurant personnel, particularly in Niagara Falls where the tourist season got off to a very good start.

Although it is a little too early to be conclusive with respect to the situation of university students, indications are that the general upswing in production has contributed significantly in the hiring of summer labour.

TORONTO METRO

A tight labour market, with a low rate of unemployment, prevailed in the Metropolitan Toronto area during the early summer. Activity in most industries was reported to be above last year's levels, against a background of rising prices and wages. The federal budget introduced by Finance Minister Edgar Benson in June, was in fact, primarily directed at curbing inflationary pressures in Toronto and other Ontario cities. The two measures which are intended to achieve this are a reduction in tariffs on manufactured products and the deferral, for a two-year period, of depreciation allowances on commercial construction.

Construction activity in the Toronto area, despite the budget provisions, is expected to continue at a high level for the remainder of the season. Work on commercial and industrial buildings was delayed for a five-week period during May and June because of a labour dispute, which began with a strike of electricians,

leading contractors to close down projects underway and lock out other tradesmen. The dispute was settled in early June on the basis of a 32 per cent wage increase over a two-year period, which brings the basic rate for journeymen electricians to \$6.20 an hour. This is expected to provide a pattern for wage settlements in other trades, and construction costs are certain to continue rising. Employment was not seriously affected by the strike as many of the workers were able to find other jobs in residential or repair work or out of town. There were no major lay-offs among suppliers or manufacturing firms as a result.

In the manufacturing sector, one of the principal developments is at Douglas Aircraft Ltd., which is increasing its staff by some three thousand as a result of a large contract received from its parent organization in the United States. Skilled personnel requirements include large numbers of assemblers, tool and die makers, machinists, tool grinder operators and machine set-up operators. A twelve-week training course for aircraft bench and structure assemblers has been instituted by the provincial Department of Education and the Department of Manpower and Immigration, which will assist Douglas Aircraft, and other firms, in meeting their labour needs. Applications for employment with Douglas have been received from all over the Province.

The entry of students into the labour market has eased the tight situation to some extent. Student employment offices were opened by the Department of Manpower and Immigration at two locations in Toronto and several thousand students registered for employment. In addition, a special campaign to induce employers to offer summer employment to students was initiated by the Federal and Provincial Governments. Employment prospects for students, partly as a result of these campaigns, has turned out to be much better than previously anticipated; however, high school students are still proving more difficult to place in employment.

Chronic shortages in low-paying unattractive service occupations continued in spite of the addition of students to the labour market. These included such occupations as cleaners, porters and live-in domestic help. With the advent of the tourist season, the demand for cooks, waitresses and kitchen help increased, with a scarcity of suitable applicants. Commission sales work also attracted few job-seekers.

HAMILTON

Moderate employment activity in the Hamilton area during the period under review, was led by strong demand for steel, favourable conditions in much of the areas manufacturing industry and seasonal strength in trade and sectors of the service industry, especially hotels, restaurants and recreation. However, some dampening of activity was undoubtedly caused by labour unrest, especially in the construction industry.

Strong domestic demand, especially for pipes, enabled the Steel Company of Canada (Stelco) and Dominion Foundries and Steel (Dofasco) to operate at full capacity. Both companies have had to supplement supplies by purchasing steel from other companies for finishing at Hamilton. The possibility of a labour dispute at Stelco closing the plant this summer has caused customers to hedge by building

up inventories, which could weaken demand later this year. The contract between Stelco and the 11,500 members of U.S.W. local 1005 expires on July 31, and although negotiations for a new contract between the parties are in progress, the company is reportedly postponing the hiring of permanent personnel until the situation is clarified.

In other sectors of manufacturing, Canadian Westinghouse Ltd. continues to recruit labour. During May and June, the company was seeking engineers, locally and abroad, together with assemblers for the large appliances division. The metal fabricating industry was particularly active in the labour market, although one firm, Buchington Steel revealed an improved casting process which is expected to increase output with possibly a reduction in employment. The immediate effect of this will be reflected in a hiring policy designed to improve the general skill level of plant employees thereby increasing labour productivity. Strikes involving some 800 employees of Otis Elevator Ltd. and Donald Rope and Wire Cloth Ltd., dating from mid-May had still not been settled at the time of going to press.

Construction activity in the area has been somewhat curtailed by labour disputes. Early in May, carpenters struck against local contractors on the expiry of their contract. The contractors retaliated by locking out the carpenters and other tradesmen. The lock-out has not been entirely successful, and although a number of large projects have been affected, the skilled tradesmen involved have in general been able to obtain non-union construction work.

Both wholesale and retail trades showed a seasonal increase in activity. Warehousemen were in strong demand from food wholesalers, and department and variety stores were in the market for sales staff. No large retail outlets opened recently, suggesting that the marked demand for labour from the retail sector reflected expansion as well as turnover. Auto service and repair shops were also hiring, principally attendants and painters.

In the service sector, enhanced demand for labour mainly reflected seasonally higher levels of activity and recruitment for vacation replacements during the summer. Cooks, waitresses and kitchen help were in particularly strong demand, with recreational services such as golf clubs also in the market for staff.

SOUTHWESTERN ONTARIO

There was a continuing increase in activity in all sectors of Southwestern Ontario's economy throughout May and June. Demands for agricultural workers to harvest and process early vegetable crops and plant tomato and tobacco crops were met locally. Record production levels were realized in the automobile industry, and preparations being made for the new model year are stimulating activity in the machine tooling and auto parts industries, with most tradesmen in high demand. Major construction projects are creating a demand for skilled construction workers in several areas, while some evidence of a construction slow-down in the London area exists, with a lockout in effect in the Windsor area. Various experienced office, clerical and sales personnel are in demand by financial and insurance institutions while retail sales stores have experienced only a mild increase in

activity, and adequate supplies of female labour and students are available to meet area demands. A substantial number of university students are also employed in various temporary, unskilled, agricultural, construction, and manufacturing occupations as well as in occupations related to the tourist industry.

Harvesting of early vegetable crops in Kent, Essex and Norfolk counties began in May and will continue through June and July to about mid-August as maturing results. Unfavourable weather conditions and reduced acreages of some crops has limited the demand for labour so that local labour supplies and university students, supplemented by 75 Caribbean workers, will satisfy harvesting requirements. Canning firms processing the early maturing crops are operating at a reduced level, eliminating alternative employment for off-shore workers and migrant labour.

Approximately 120,418 acres of Ontario flue-cured tobacco has been planted, down 4.5 per cent from last year's 126,000. However, increased farm productivity is expected to result in a similar 200 million pound yield to meet the demand forecasted by the Ontario Flue-Cured Tobacco Growers Marketing Board. While female pullers and male planters and drivers were in demand during planting, subsequent crop maintenance labour demands are light with the largest labour input occurring during the harvest from early August to mid-September. Temporary facilities and services are being established by CMCs to co-ordinate the supply and demand for labour during the harvest.

Food and beverage manufacturers are providing stable employment with increased hiring activity anticipated by beverage distributors as the summer progresses. A new Campbell Soup Company Ltd. plant at St. Mary's in the Stratford area will begin operation late in July or in August. The plant will process chickens, employing some 100 females.

A \$750,000 off-shore drilling program involving 18 wells in 28,000 acre area of Lake Erie west of Port Dover is underway; however, area residents are being employed in mainly unskilled jobs. Heavy lake shipments of rock salt from the Sifto Salt Mine of Domtar Chemicals Ltd. in the Goderich area to various U.S. and Canadian ports are continuing. A \$1 million to \$1¼ million expansion involving storage and hoisting operations at the mine is underway to meet increasing demand for this product, and is to be completed early next year, but additional staff will probably not be needed.

In the petrochemical industry at Sarnia new hirings continue to be few, despite plant expansions, on account not only of the capital-intensive nature of the industry, but also deliberate attempts by firms to increase efficiency and productivity. Work on the multi-million dollar propane and butane gas plant for Dome Petroleum Ltd. is on schedule with completion planned for early 1970. At Woodstock, the Canadian Industries Ltd. fertiliser plant is to close in July rendering 80 permanent employees redundant.

The manufacturing sector has been dominated by activity in the automobile industry. With the institution of 16 hours a week of overtime at the St. Thomas plant of Ford Motor Company of Canada, weekly production of the Maverick increased from 4,000 to between 4,800 and 5,200. The changeover to high volume

engine production will necessitate a lay-off of some 800 production workers at the Ford Company plant near Windsor. These will be recalled at the start of the new model year with prospects of additional workers being hired. Chrysler has taken on 200 additional production workers with more hirings forecasted in the immediate future; skilled machine tradesmen are being recruited in preparation for the model changeover. The anticipated model changeover is creating a great deal of activity in the tooling industry for new dies, jigs and fixtures, and has led to a shortage of skilled machinists, journeyman tool and die makers, machine repairmen and maintenance mechanics. Manufacturers of auto parts have initiated recalls from lay-off, while existing plant capacities are being increased and some new plant capacity is being created. Following a strike which ended in April, the International Harvester Company at Chatham will initiate a permanent reduction of from 50 to 100 production personnel through June and July as production methods are streamlined.

Metal fabrication plants generally are operating at a high level of production, with metal fabricating trades and welder fitters in demand in the Windsor area. However, Alcan Universal Homes Ltd., Woodstock, laid off 60 production workers and some clerical and technical personnel, deferring plans for a second plant shift, on account of slow sales.

Manufacturers of electrical products in Tillsonburg and Woodstock are increasing plant capacities and up to 60 new plant workers will be recruited by the next two or three months. General Steel Wares Ltd. of London has hired 40 additional assembly workers, 20 of which are students, in order to increase refrigerator and freezer production prior to a vacation shutdown planned to begin July 21st. Another producer of refrigerators, freezers and ranges, Kelvinator of Canada Ltd., also of London, has begun phasing-out operations, which are to be complete by August 1st; 380 hourly rated employees represented by Local 27 of the United Auto Workers Union, and 100 office workers, are affected by the shutdown. A number of office workers in marketing and sales will be retained by the parent company, White Consolidated Industries Inc. of Cleveland, which plans to concentrate efforts on sales distribution and service, and buy from other manufacturers for sale under its Kelvinator and Leonard brand names. The London CMC and the Manpower Consultative Service is assisting redundant employees in finding alternative employment.

A substantial increase in the value of construction, and, taking into account increased labour and material costs, a moderate increase in the volume of construction in the first five months of 1969 over the same period in 1968, is reported for most areas. Experienced labourers and construction tradesmen are in steady demand in the Chatham area, carpenters are in short supply in the Tillsonburg area, shortages of bricklayers and plasterers are anticipated at Woodstock, and at Goderich, the Sifto Salt Mine expansion is requiring considerable construction labour. In contrast, skilled construction workers are in surplus in the Sarnia and Listowel areas. The work force at the \$266 million Ontario Hydro Project Nanticoke Generating Station totalled 507 as at May 15, 1969, The peak for this year will reach 550 to 66p, with a gradual buildup to a maximum construction labour force of about 1500 by 1971. Present on site employment is confined mainly to skilled

personnel, with few opportunities for unskilled labour. The Steel Company of Canada Ltd. is also planning a giant integrated steel making complex in the Simcoe area between Nanticoke and Port Dover. Construction of initial phases of the complex could start in the near future but may be delayed to some time in 1970. Increased construction and agricultural activity has resulted in a demand for truck drivers, effectively reducing the surplus that existed in previous months.

Vacancies for sales and clerical personnel in retail stores were up considerably from the previous period in most areas. With the exception of openings for clients with specialized sales experience willing to work on a commission basis, most requirements were easily satisfied locally with the employment of females and students. Surveying began for a \$3 to \$3.5 million shopping complex in Sarnia to employ 500 to 600 persons on completion.

Stock brokers, investment dealers, trust and loan companies, insurance companies and other financial corporations are experiencing record business. London-based financial institutions continue to expand and shortages of experienced key-punch operators, qualified secretaries, bank tellers, and posting machine operators have emerged in London. Bookkeepers are in demand but it is more than adequately met locally from a continuing surplus supply, and there are surpluses of junior clerk typists and general office clerks. Qualified graduate accountants are in demand in the Windsor area; junior positions are easily filled by Community College and Grade XIII graduates.

In the personal services sectors, the tourist industry is having little difficulty in filling vacancies from large numbers of student registrations. Construction has begun on a new 434 bed university hospital in London, and a 90 bed nursing home at Forest in the Sarnia area is scheduled for completion toward the end of 1970, with a consequent demand for medical and nursing occupations.

NORTHERN ONTARIO

Economic activity appears to be at a seasonally normal level throughout the North, with somewhat greater than usual activity at Sault Ste. Marie and Sudbury on account of construction activity, and industrial expansion. In contrast, in the Lakehead area, employment activity has been slack, partly on account of the slow movement of grain sales. Because of the cool and inclement weather prevailing across the north for much of May and June, an increase in business anticipated by the tourist industry failed to materialize, but despite the dampening effect the weather has had to date, advance bookings indicate that it should be a good if not a spectacular summer for the industry.

The forest regions have now dried out and woods' operations have resumed normal activity in all areas except Timmins where the wet weather set operations back by up to three weeks. Shortages of experienced woods workers have been reported throughout the north-western part of the province with the demand-supply situation being fairly balanced in the other areas, including Sturgeon Falls, where all those workers permanently layed off when Abitibi closed out its Particle Board Plant earlier this year, have been recalled. The only dim areas in an otherwise bright picture, are at Blind River and Kapuskasing. The end of June will see a further 100 men layed off from the closing Domtar Lumber mill at Blind River; only

about 40 of them are understood to have alternative job prospects. While some of these people will undoubtedly be absorbed in the Lakehead area, most expressed a preference for moving to British Columbia, an area whose forest industry does not readily accept forestry skills learned in the Eastern Canadian Industry. A fire at Lecours Lumber Mill, Kapuskasing, has made 50 men redundant until the Mill is rebuilt later this year. Some should be able to obtain alternate employment, as 75 new jobs will be created when Spruce Falls Pulp and Paper re-opens a camp north of Kapuskasing, and a further 100 jobs will be created at the new Levesque Plywood and Particle Board Plant. The advent of warm weather has created several hundred seasonal jobs in the forest for fire-fighters. Many of the native Indians from across the north are able to supplement their incomes by accepting this work.

The mining industry continues to experience a shortage of both mine-beginners and experienced raise and stope miners. At Sudbury and Manitouwadge the problem appears to be due to housing. The International Nickel Company hopes to ameliorate this by building new apartment buildings and town houses at Copper Cliff, and by possibly building a townsite at the new Shebandowan Mine in North-western Ontario. Low pay appears to be the major reason for shortage of miners for the gold mines at Red Lake, Kirkland Lake and Timmins. Mine employment in the Timmins area should be given another boost when Texas Gulf Sulphur builds its new smelter this fall and finishes shaft sinking for a new underground mine near the Kidd Creek Mine Open Pit. Together, these two projects are expected to provide at least 400 new permanent jobs for the Timmins area.

Outside of the Lakehead area, the pace of construction activity has been brisk. While a surplus of carpenters, plumbers and labourers exists at Port Arthur, there is a shortage of construction tradesmen at Sault Ste. Marie, Elliot Lake and Sudbury. Several hundred tradesmen will be required in the building of the Texas Gulf Sulphur smelter at Timmins, while a further 100 carpenters, cement finishers and reinforcing iron workers will be needed in addition to the 600 tradesmen already working on the Ontario Hydro Project at New Liskeard.

The slow start of the tourist industry is attested to by the fact that the north's provincial parks have reported a 30% decrease in activity for the first half of June as compared to the same period last year. The full capacity operation of the woods industry bush camps, combined with the seasonal upswing in the tourist industry, has created a severe shortage of cooks throughout northern Ontario.

Outside of Sudbury, the availability of summer jobs for students appear to be continuing the downward trend of the last few years. For example, Abitibi Pulp & Paper Co. Ltd. usually hires 50-60 students for summer work at Sturgeon Falls. This year they hired 20. Students graduating from the high school commercial courses are likely to experience an equally difficult time in procuring permanent employment.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

May 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients Without employment seeking full-time employment.
	No.		No.
Arnprior	349	Niagara Falls	1,374
Barrie	1,024	North Bay	1,715
Belleville	788	Oakville	844
Bracebridge	332	Orillia	414
Brampton	1,214	Oshawa	2,664
Brantford	1,214	Ottawa	11,372
Brockville	393	Owen Sound	942
Carleton Place	186	Parry Sound	159
Chatham	1,581	Pembroke	1,354
Cobourg	762	Perth	187
Collingwood	629	Peterborough	2,139
Cornwall	1,950	Pictou	270
Elliot Lake	271	Port Arthur	1,249
Fort Erie	441	Port Colborne	418
Fort Frances	273	Prescott	431
Fort William	1,504	Renfrew	370
Galt	1,099	St. Catharines	3,140
Gananoque	148	St. Thomas	317
Goderich	386	Sarnia	1,260
Guelph	1,074	Sault Ste. Marie	1,901
Hamilton	7,538	Simcoe	318
Hawkesbury	278	Smiths Falls	278
Kapuskasing	691	Stratford	349
Kenora	647	Sturgeon Falls	428
Kingston	1,753	Sudbury	2,101
Kirkland Lake	653	Tillsonburg	303
Kitchener	1,417	Timmins	1,636
Leamington	321	Toronto Metro	23,572
Lindsay	468	Trenton	745
Listowel	422	Walkerton	484
London	4,307	Wallaceburg	359
Midland	792	Welland	1,457
Napanee	855	Windsor	4,982
New Liskeard	540	Woodstock	423
Newmarket	811		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, May, 1969.*

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

JUNE 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	497	Niagara Falls	1,865
Barrie	1,847	North Bay	1,429
Belleville	1,315	Oakville	1,227
Bracebridge	280	Orillia	701
Brampton	1,552	Oshawa	3,505
Brantford	2,101	Ottawa	11,709
Brockville	536	Owen Sound	1,479
Carleton Place	303	Parry Sound	249
Chatham	2,490	Pembroke	1,239
Cobourg	1,149	Perth	317
Collingwood	833	Peterborough	2,417
Cornwall	2,754	Picton	254
Elliot Lake	423	Port Arthur	2,232
Fort Erie	385	Port Colborne	601
Fort Frances	390	Prescott	634
Fort William	1,366	Renfrew	540
Galt	1,273	St. Catharines	4,144
Gananoque	293	St. Thomas	260
Goderich	732	Sarnia	2,036
Guelph	1,516	Sault Ste. Marie	2,409
Hamilton	7,618	Simcoe	352
Hawkesbury	441	Smiths Falls	551
Kapuskasing	915	Stratford	574
Kenora	884	Sturgeon Falls	710
Kingston	1,818	Sudbury	2,114
Kirkland Lake	727	Tillsonburg	473
Kitchener	1,314	Timmins	1,976
Leamington	500	Toronto Metro	29,668
Lindsay	810	Trenton	1,051
Listowel	505	Walkerton	613
London	5,450	Wallaceburg	671
Midland	1,024	Welland	2,313
Napanee	981	Windsor	5,246
New Liskeard	710	Woodstock	702
Newmarket	1,069		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, June, 1969.*

CANADA MANPOWER CENTRES, BY DISTRICT **ONTARIO REGION**

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 433-1251
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	100 King Street East	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261

**CANADA IMMIGRATION CENTRES - BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	196
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 75 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)432-6793
Sarnia	P.O. Box 184, Federal Building	(519)337-5571
Windsor	441 University Avenue, West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon River	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104



ONTARIO Manpower Review

JULY-AUGUST 1969

Volume 2 No. 4

Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

July-August 1969

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bi-monthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Department of Manpower and Immigration, Box 23, Toronto Dominion Centre, Toronto 111, Ontario

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LABOUR MARKET INDICATORS CANADA AND ONTARIO			
DESCRIPTION	DATE	CANADA	ONTARIO
Population	April 1969	21,007,000	7,425,000
	April 1968	20,700,000	7,283,000
Immigration I (all immigrants)	Jan.-June 1969	71,121	38,195
	Jan.-June 1968	85,339	45,799
Immigration II (immigrants directly into labour force)	Jan.-June 1969	37,951	20,837
	Jan.-June 1968	44,907	24,099
Labour Force	July 1969	8,550,000	3,170,000
	July 1968	8,323,000	3,077,000
Employment	July 1969	8,201,000	3,074,000
	July 1968	7,952,000	2,957,000
Unemployment	July 1969	349,000	96,000
	July 1968	371,000	120,000
Unemployment Rate (as a % of Labour Force)	July 1969	4.1	3.0
	July 1968	4.5	3.9
Av. Weekly Wages & Salaries (industrial composite)	June 1969	117.72	121.90
	June 1968	109.92	113.33
Av. Hourly Earnings (in manufacturing)	June 1969	2.78	2.93
	June 1968	2.57	2.69
Av. Hours Worked Per Week (in Manufacturing)	June 1969	40.2	40.3
	June 1968	40.4	40.5
Monthly Housing Starts (urban areas)	June 1969	18,787	8,117
	June 1968	18,190	8,102
Total Housing Starts (urban areas)	Jan.-June 1969	85,100	33,546
	Jan.-June 1968	69,882	30,600

Major Developments

Economic conditions during the months of July and August have been marked by some uncertainty about the effects of anti-inflationary policies implemented by both the Canadian and United States governments. The virtually unchanged money supply, the increased level of secondary reserve requirements and the historically high level of Bank of Canada discount rates have aimed consistently at a break in the spiral of rising prices. The Prices and Income Commission is endeavouring to unite labour, management and government in a joint program of voluntary restraint, which it claims is essential if anti-inflationary policies are to succeed without the threat of sudden sizeable increase in unemployment. The Federal Government is reinforcing these counter-inflationary measures by restraining departmental expenditures, in the process of which some 25,000 staff positions will be affected. Parallel measures in the United States include the extension of the ten percent surcharge on personal and corporate income tax to the end of 1969, together with the removal of the seven percent investment tax credit on capital costs of business expansion. If, as some reports indicate, these and other measures result in some moderation in inflation in the United States, they can be expected to buttress current Canadian policies.

The effect of these measures is not yet clear, although there are some indications that the economy may be slowing down. Corporate profits, historically more readily responsive to a reduced rate of economic growth than either labour income or actual output, are showing reduced rates of growth in both Canada and United States. In Canada, the most recent decline is part of the levelling-off process which began in the last quarter of 1968 and continued into the first quarter of 1969. The index of industrial production, having turned downward in May for the second month in succession, rose slightly in June by one-fifth of one point to a seasonally adjusted figure of 167.3, but it is still below the February figure of 168.0. Retail sales are also reported to be slipping on a seasonally adjusted basis by about 1.7 percent in May compared with the February level. Another important feature of the current economic situation is the declining level of bank liquidity-asset ratios, now approaching a level of 26 percent. The decline represents an increasing shortage of credit and imposes constraints on the negotiation of new loans. However, not all economic indicators are moving in the same direction, as whatever moderation may be setting in is not yet being reflected in the Consumer Price Index. The Index recorded a one percent increase in June to 125.9, the second biggest increase in fifteen months, followed by another half point increase in July. Prices, and also levels of unemployment, have yet to reflect the full impact of current monetary and fiscal policies.

The construction industry, affected by industry-wide strikes earlier this year, has resumed normal activity in most centres in Ontario. But the industry does now seem to be experiencing the effects of high interest rates and the shortage of mortgage funds. Preliminary statistics of the Central Mortgage and Housing Corporation

show housing starts for July down nine percent in urban Ontario, and down 2.1 percent in urban Canada, on the comparable figures for July, 1968. The total volume of construction activity, including housing, appears to be easing off in all parts of Canada except for Ontario and British Columbia. This could mean a lesser or delayed impact on construction labour in Ontario, where the capital cost allowance deferral was expected to have at least a marginal effect on commercial construction.

There are a number of major developments which will lend considerable support to a sustained high level of commercial and industrial construction. Recent announcements include construction in Toronto of a \$30 million, 44-storey hotel, to be completed in 1972, as well as a \$15 million, 17-storey office building to be completed in 1971. In Vaughan Township, Canadian Industries Limited of Montreal is to build a \$3 million decorative paint manufacturing plant, beginning this fall. Abitibi Paper Company Limited has also announced the construction of a \$2 million specialized lumber mill at Smooth Rock.

On the whole, manufacturing activity has experienced the usual slowdown brought on by summer vacations. However, firms are reportedly preparing for a resumption of full-scale production. Although industry appears to be optimistic about sales in the second half of 1969, there is still some question as to the eventual impact of the recent round of wage negotiations in major industries, including the not-yet-settled work stoppages in the nickel and steel industries. Counter-inflationary measures may also be expected to affect the level of activity through a possible reduction of sales of consumer durables and a shortage of credit.

Steel production, forecast earlier this year to approach the record level set in 1968, may be reduced by prolonged labour disputes currently under way. Approximately 14,500 members of the United Steel Workers of America have been on strike since August 1 against the Steel Company of Canada Limited. In addition, the contract between Algoma Steel and its 6,700 workers expired on July 31 and could result in strike action on August 28. Contract negotiations, between Falconbridge Nickel Mines Limited and the 3,200 workers of Local 589 of the Mine, Mill and Smelter Workers Union broke off and gave way to strike action on August 21. Strike action began on July 10 against the International Nickel Company of Canada Limited by about 18,000 members of the United Steel Workers of America. The speed with which negotiations are concluded could have a major impact on the current year's total level of production in both industries. Despite considerable hedging in anticipation of these stoppages, it is questionable whether related industries will be capable of continuing production for a prolonged period. It also remains to be seen whether anti-inflationary measures will have a sizeable impact on production levels on account of the higher costs of maintaining inventories and restricted credit.

Automobile production for the first seven months of 1969, exceeded the comparable figure for 1968, by 17.7 percent to 756,326 units. Sales over the same period increased by 5.6 percent to 485,170 cars and trucks. Manpower requirements in the industry are, on the whole, remaining steady. The major developments have been the loss of a Ford contract for automobile heaters and collapsible steering columns by Eaton Automotive Limited of London, resulting in an indefinite lay-off of 150 female assembly workers. In contrast, Budd Automotive Company of Canada Limited,

Kitchener, is to undertake a \$40 million expansion program. The expansion, expected to take place over the 1970-71 period, will result in a doubling of the present work force of 750 people.

Current developments in the agriculture industry are overshadowed nationally by the weakening of the world wheat markets brought on by general over-production. The initial impact on the Ontario economy of the drop in the highly buoyant Western grain economy of recent years appears to be on farm machinery production. At Brantford both Massey-Ferguson Limited and Cockshutt of Canada Limited have sizeably reduced their staff, the most recent event being the lay-off, until at least mid-September, of 1,200 workers by Massey-Ferguson on July 25. Alternative employment for these people, including the 250-300 who have been laid off indefinitely, is not expected to be too difficult to find.

Generally favourable weather in most parts of the province has led to a general increase in demands for labour the hospitality industry. Students seeking summer employment have particularly benefitted, nevertheless the shortages of cooks, waitresses and domestic workers have persisted.

OCCUPATIONAL SHORTAGE – ONTARIO AUGUST 1969 As Reported by Canada Manpower Centres		
STRONG	MODERATE	LIGHT
Company Labourer Tool & Die Maker General Maid General Salesperson Insurance Salesman Machinist	Automobile Mechanic Stenographer Sewing Maching Operator (Garment) Miner Typist Secretary Milling Machine Set-up Operator General Duty Nurse Manager Trainee Waiter – Waitress Hairstylist Cook	Transcribing Machine Operator Arc Welder Key Punch Operator Sewing Machine Operator (Other than Garment) Auto Body Repairman Legal Secretary Electronic Assembler Patrolman Cabinetmaker Stationary Engineer Electrician Maintenance Mechanic Turret Lathe Set-Up Operator
<div> Light –25–50 Shortages Moderate –51–100 Shortages Strong –over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Regional Tabulation of Occupational Shortages Reports.

Occupational Shortages — Ontario

Reports from Canada Manpower Centres indicate that there were 31 occupations showing shortages of 25 or more in August, 1969. Of the total, 6 were classified as strong, 12 as moderate, and 13 as light. Compared with the July 1969 survey, there was a greater concentration of occupations in the moderate category this month. This was also apparent in the comparison with August, 1968.

In August, 1968, 28 occupations were reported as having 25 or more shortages. Most of the additions from August, 1968, to August, 1969, occurred in the light category.

The occupation showing the greatest number of shortages in August, 1969, was company labourer in mining and quarrying, with the shortages occurring principally in Sudbury. The demand for miners, a new addition to the list from July to August, was also concentrated in Sudbury with shortages existing in Timmins and Kenora as well.

Other new additions to the list include transcribing machine operators, key punch operators, sewing machine operators (other than garment), electronic assemblers, and turret lathe set-up operators, all of which fell into the light category, with the greatest number of shortages in most cases being recorded in Toronto. The shortage of patrolmen occurred exclusively at London.

Deletions from the list from July to August included sheet metal instructors, auto assembler, taxi drivers, and pipefitters.

Domestic maids continue in persistent shortage largely on account of live-in requirements and low wages. Low wages are also partly responsible for the persistent unsatisfied demand for waiters and waitresses. Shortages also persist in the sales occupations particularly where remuneration is on a commission basis.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
JUNE 1968 AND 1969**

	Employment Indexes 1961=100		Average Weekly Wages and Salaries	
	June 1969	June 1968	June 1969	June 1968
			\$	\$
Eastern Ontario				
Belleville	126.6	116.2	103.90	95.05
Brockville	127.6	131.7	114.47	107.02
Cornwall	144.0	130.9	111.90	104.62
Ottawa-Hull	139.4	129.3	110.11	102.88
Central Ontario				
Brampton	288.5	261.4	119.00	110.29
Oshawa	143.6	132.3	135.78	131.95
Peterborough	144.6	132.1	122.64	113.91
Toronto	135.8	128.6	123.33	113.63
Hamilton	126.0	119.0	122.66	117.24
Niagara Peninsula - Kitchener Area				
Brantford	140.6	116.2	112.69	100.11
Guelph	144.2	138.1	110.10	105.66
Kitchener	157.5	144.0	108.47	101.38
Niagara Falls	118.1	107.2	111.32	103.98
St. Catharines	143.1	127.6	131.26	120.29
Welland	116.0	107.9	138.06	127.94
Southwestern Ontario				
Chatham	136.1	129.1	120.86	114.36
London	126.6	119.8	115.25	104.12
St. Thomas	212.1	168.9	130.94	112.89
Sarnia	143.8	140.7	159.00	142.42
Stratford	152.0	140.4	104.11	96.48
Windsor	150.3	150.2	136.16	129.95
Woodstock	160.5	148.8	112.73	102.36
Northern Ontario				
Fort William-Port Arthur	128.2	123.2	119.43	106.06
North Bay	119.4	117.9	115.66	107.24
Sault Ste. Marie	128.4	121.2	134.11	123.35
Sudbury	126.6	116.4	140.68	130.71
Timmins	75.9	77.6	105.42	101.81
Ontario	134.0	126.7	121.90	113.33

Source: D.B.S., *Employment and Average Weekly and Salaries*, June 1969.
The Queen's Printer, Ottawa.

Area and Industry Developments

JULY - AUGUST 1969

EASTERN ONTARIO

Employment activity in the East District varied one industry to another during the period under review. The demand for farm workers was affected by an unusual combination of weather and produce market conditions. Employment in manufacturing has in general remained at a relatively high level, although further growth in demand for skilled workers may not be evident, until the fall. The textile industry appears to be particularly unsettled with conflicting industrial employment trends throughout the district. Construction employment achieved adequate growth once the labour disputes were resolved. Finally, service industries are enjoying their usual seasonal buoyancy, especially the sectors engaged in the eastern Ontario tourist industry.

Cool, wet weather had had a continuing adverse effect on agricultural activity in eastern Ontario. It delayed spring planting, thereby reducing sown acreage and harvests. The wet spring produced a bumper first crop of hay and recent rains have helped the second crop along. This is in line with the provincial experience. The situation is quite different for corn, where a smaller acreage was seeded this year due to the wet spring combined with last year's low prices. In the Prescott area, where corn is the main cash crop, it is feared that the moisture content may be excessive, leading to lower grades and prices. Lower grade corn must compete in the feed market which had an oversupply at present because of the large hay crop and surplus western grain, and soft prices are predicted in the coming months.

The weather not only delayed and affected the demand for direct farm labour, which is now being filled by students in the smaller Canada Manpower Centre areas, but also postponed the operation of allied agricultural industries, such as canning. This could lead to hiring difficulties for these industries as students are beginning to return to school or ceasing to search for employment.

Manufacturing is conforming fairly closely to provincial trends with those plants that have not closed for their annual summer leave operating at near peak capacity and sustaining high levels of employment. However, little new hiring activity is expected in most areas during the next few months.

Hawkesbury, a town of nine thousand near the Ontario-Quebec border, has been particularly successful in attracting new manufacturing establishments. Ten firms have located there during the past 18 months, creating initial employment for up to one thousand workers. Along with hard promotion, and Federal and Provincial Government incentives, other factors believed to be involved in the choice of Hawkesbury include its stable labour force, the low degree of union activity, and its location midway between Ottawa and Montreal, near a partially completed major highway link.

Five of Hawkesbury's new plants are involved in textile manufacturing, but other centres in eastern Ontario have not been as fortunate with this industry. In Cornwall, Courtaulds Limited is phasing out its rayon yarn division between November, 1969 and February, 1970, and releasing 650 employees. The accelerated Kennedy-Round tariff reductions were among the reasons cited for closure. Springdale Mills of Cornwall is also closing, making thirteen persons redundant. The Canada Manpower Centre is co-operating with these companies and their employees in order to secure new employment for the displaced workers. An out-of-district firm has already expressed interest in fifty of the, but migration from the area is expected to be minimal on account of prospects of new industrial development there. There are three loans for new plant facilities for Cornwall in the current Ontario Development Corporation budget.

In Kingston, Dupont of Canada did not hire the usual number of summer staff due to cancellation of an order for one million pounds of nylon tire cord by the Goodyear Tire Company. However, by September, employment within textile manufacturing should increase when the Canadian Industries Ltd. plant at Millhaven hires some 40 new production workers. Dupont of Canada has announced plans to construct a \$20 million plant in Morrisburg for the production of dacron fibres. The immediate effect of this project will be felt in construction trades. Its initial employment upon completion in 1971 will be approximately 300 persons.

There have been few labour disputes within eastern Ontario. A total of 265 employees went on strike at the Gananoque plant of the Steel Company of Canada. Sawmill workers at Gilles Brothers of Arnprior have been on strike since July 24, affecting a total of 312 employees. Finally, most local construction disputes have been settled.

Activity in construction varied throughout the district with the level in smaller centres such as Brockville falling below expectations. In the larger urban areas, the demand for construction labour is strong and expected to continue as work begins on new projects in the coming months. The predicted shortages of skilled tradesmen, especially carpenters, electricians, and bricklayers have emerged and are expected to persist but there is an adequate supply of unskilled workers. In Hawkesbury, the demand for skilled tradesmen for new construction necessary for its recently attracted industry was filled by drawing on the Pointe Claire area of Quebec. Transient unskilled labourers, attracted by the publicity given to the area, filled the remaining construction demand.

Recent wage settlements in the construction industry are beginning to have repercussions in Eastern Ontario. Increases won by bricklayers have reportedly contributed to decisions by a number of contractors to substitute pre-fabricated materials for brick. In Kingston, 500 prefabricated houses will be erected in the next few years. These units arrive on the site with all services installed, and need only be hooked to the site, requiring minimal on-site labour. In the case of electricians, the pattern in the past was for contractors to retain them in their employment between projects. These workers are now released whenever no direct employment is available. There are also warnings of a sharp increase in the number of bankruptcies among Ontario and Quebec construction companies in the fall, especially among contractors who fail to recover large wage increases from contracts which have no built-in wage escalation clauses.

The service sector continued to experience its seasonal upswing as tourist industry reached its peak activity for the year. This has had the expected effect on the demand for cooks, waitresses, helpers, and other service personnel. The cooler summer may have reduced the contribution of this industry, although growing population and increasing expenditure on leisure probably compensate for any deflating effect. Although increased activity during summer months has led to high retail sales volumes, this has been reflected in a limited increase in employment opportunities in sales positions.

OTTAWA METRO

Employment activity continued to increase in Ottawa Metro during the period under review. Enhanced job opportunities in the electrical products and metal fabricating industries has become more apparent in recent months, and construction employment has reached peak levels as a result of settled labour disputes and definitive policy interpretations by Federal Government Departments. Service and retail industries have been heavily supported by a booming tourist interest in the Ottawa Metro District. However, the Federal Government's increased austerity moves will have a profound effect upon hirings within the public sector in the coming months, and are expected to have an adverse effect on employment opportunities for the clerical and other government-oriented occupational groups.

Agriculture in Ottawa Metro was affected by the same adverse weather and product market condition that prevailed throughout Eastern Ontario. Although these circumstances delayed the demand for farm labour, they did not have as adverse an effect on labour demand as elsewhere, in that much local activity centres on dairy farming, and is not susceptible to seasonal fluctuations. In general, students cannot fill these vacancies since they lack the required knowledge and skill to operate related machinery. However, other agricultural activities, such as haying, did provide some job openings for students.

Further federal measures to counter inflation announced recently are expected to have major effect on Ottawa Metro. These measures included the decision not to fill ten thousand currently vacant public service positions, and in addition, as a result of the imposition of expenditure ceilings, to reduce public service employment by five to seven thousand. Taken with the 1969-70 decrease of nine thousand in authorized employment, these reductions total 25 thousand employees. It was pointed out that although there will be some layoffs, normal attrition through retirement and resignation (which amounts to about 10 per cent of the work force each year) will account for the greater part of the decrease. As the Federal Government is the major employer in the Ottawa area, such action will have an immediate direct effect, with repercussions extending throughout the local economy.

Local manufacturers conform with the Eastern Ontario trend toward high level employment, and peak operating output. Seasonal expansion of job openings is particularly pronounced in food and beverage industries in Ottawa Metro.

Ottawa's past industrial structure was built upon service oriented industries such as clothing manufacturers, furniture makers, and printing and publishing.

However, recent growth trends indicate increased employment activities in metal fabricating and sophisticated electronic assembly. Northern Electric Laboratories is building a \$750,000 satellite and communications research centre which will employ 250 scientists, engineers, and technicians. A subsidiary, Microsystems International Ltd., a manufacturer of integrated circuits, is expanding its employment from seven to twelve hundred by the end of this year. It has a five year projected labour force of three thousand. Bowmar Canada Ltd. is moving to a larger factory with its 220 employees; in the past, output was mainly precision rotating component, but the company is now manufacturing solid state displays made up of transistor crystals which light up without heat. These are key items in the alpha-numeric displays at stock exchanges and other computer-related systems. Systems Dimensions Ltd. recently opened a \$17.5 million data processing centre employing 60 people, 40 of whom are computer professionals. The new system will be one of the largest single-computer systems in the world. The Ottawa location allows the firm to minimize communication costs between Montreal and Toronto. At present, the data processing industry employs a total of 650 people at various centres within Ottawa Metro. Its rapid growth indicates the number of general electronics firms that are presently being attracted to the Ottawa Metro area with their attendant demand for skilled and professional manpower.

Construction disputes involving the electrician, carpenter, and bricklayer unions were resolved. The level of employment is now high, with a shortage of all skilled labour. However, the supply of unskilled labour is more than adequate. The value of industrial construction permits issued in July represent total construction valued at \$65.8 million compared with \$58.7 million in July 1968. The boom in housing can be credited with much of the responsibility for this increase. In the city of Ottawa alone, the value of residential housing permits issued rose from \$2.0 million in July 1968, to \$7.8 million in July 1969. This has been a continuing trend in that the value of residential housing permits issued during the previous month of 1969 was \$4.4 million.

In addition, there is growing residential construction in surrounding townships. A start on the 850 home, \$20 million development in Nepean Township is expected. A federal loan of over \$6 million has been granted, for a 420-unit low income public housing project which is to include a 211-unit apartment building. Recently, a \$15 million housing complex for Gloucester Township was announced by the Campeau Corporation. It is intended to include about 700 units that should house 2,300 people. Construction is expected to begin this fall with partial occupancy slated for the early summer of 1970.

These trends may have a differential effect on labour demand. Residential housing construction requires less unskilled workmen than major commercial and industrial building activity. Therefore, the strong gains in residential construction noted above could accentuate a general trend in the industry towards use of less unskilled labour.

Other major projects in the area include Campeau's \$60 million second stage of Place de Ville, and a new \$38 million building in downtown Ottawa for the Bell Telephone Company. A further indication that the high level of construction activity will be sustained over the coming months is the announcement by the Federal

Government that it intends to proceed with \$85 million worth of buildings in Ottawa over the next three years. This year, construction will begin on a \$33 million Department of Transport Building and a \$25 million headquarters of the Department of External Affairs. A start may also be made on construction of one of three \$8.5 million office towers for the Le Breton Flats.

In contrast to all of last year, Ottawa Metro's retail trade volume has recorded greater increases than the rest of Ontario. This reflects, in part, this season's tourist activity. Indications of this industry's importance include the record occupancy rates in major hotels (exceeding those of Toronto and Montreal) and a dramatic increase in visitors to such attractions as the Houses of Parliament. As a result, there has been a high seasonal increase in this sector's labour demand, especially for part-time sales-persons, cashiers, checkers, and delivery-men.

CENTRAL ONTARIO

Employment activity continued to expand in most centres throughout the months of July and August. There was the usual seasonal downswing in manufacturing employment caused by the shutdown of many industries for summer holidays. However, with the approach of the third week in August most firms had resumed their normal volume of production. Fine, warm, weather was a boon to both the tourist industry and the agriculture of the district. The increased tourist trade brought about significant increases in hirings by the service sector over the same period last year. Favourable crops have had a similar effect on the employment in the agricultural sector. Some students were hired by farmers and Caribbean workers were contracted to fill the need for experienced help. The construction industry as a whole continued its high rate of growth, with a few local exceptions, despite persistent shortages of skilled tradesmen and some labour disputes.

The agricultural sector enjoyed a fine summer that helped to overcome the handicap of an inclement spring. This was particularly true in the Holland Marsh, where cash crops had been running about two weeks late owing to heavy rains. Dry July weather brought these crops along well and with the arrival of the Caribbean workers, the harvest was expected to be successful. Excellent hay crops have been reaped throughout the district. Tobacco has also had a good season in the Oshawa and Cobourg areas, but Simcoe Country expected that only three-quarters of the normal crop will be harvested as the result of a severe hail storm on 24 July. At first it was feared that the bulk of the crop would be lost, but two weeks of favourable weather improved the situation. Nevertheless several growers have cancelled orders for American workers, although those workers requested from other parts of Canada will still be employed. Throughout the district all other crops have been good and if the present favorable weather holds a bumper fruit season is anticipated in September. The Georgian Bay Fruit Growers have recruited 368 Caribbean workers to pick this year, an increase of 107 over last year's number.

The majority of the manufacturing firms closed for their annual vacation periods in late July or early August. As a result there was little hiring activity in July and August, although, in general, normal production levels were maintained and layoffs, with some exceptions, were avoided. Late August was marked by an

upswing in employment as vacation time elapsed and recalls began. In many industries where employees had been laid off, new hirings were expected once all regular employees had been recalled.

The fear of damaging economic consequences in Barrie as the result of the shutdown of the COPACO Meat Packing Plant at the end of June has evaporated, as a large majority of the 220 displaced employees have found work. Throughout the area there were hirings in a great variety of industries ranging from the manufacture of television cabinets and components, wires and cables, kitchenware, latex rubber sheeting, radios, rubber tires, aluminum doors and windows, lawn furniture, to the construction of pleasurecruisers. There was still a marked demand in some semi-skilled and skilled production trades but this slackened somewhat during the holiday period. Shortages included machinists, woodworking machine operators, upholsteres, coremakers, moulders, and foundry labourers.

The principal adverse development in the area was the decision by Collingwood Shiphards to lay off part of the 750 man labour force in September. It is hoped that the lay-off will be of short duration, as an early improvement is expected in the order book. At L. O. F. Glass Ltd., Collingwood staff are being recalled following the settlement of a labour dispute, but reportedly, it could be three months before the entire labour force of 300 is re-employed. The Chemical Developments of Canada Ltd. plant at Longford Mills remains closed on account of a strike by forty members of the International Chemical Worker Union, which began on June 13.

For automobile manufacturing the summer months bring forward the annual model-changeover with the consequent seasonal layoffs. At the beginning of August, General Motors began recalling workers in Oshawa, a process that will last through August and part of September. All 800 factory workers at American Motors were back on the job by August 17, 1969. With the resumption of normal production by both producers, the automotive parts manufacturers and other feeder plants also began to recall workers. It was not expected that General Motors would do any significant new hirings this year. Thus the employment level for the Oshawa area will show no drastic increases. American Motors has stated that the present factory work force would remain stable this year.

The construction industry remained active in most centres in the district. Shortages varied from area to area but there was generally a marked demand for bricklayers, electricians, and carpenters. In contrast to the overall picture, localities such as Peterborough, Lindsay, and Brampton showed decreasing levels of activity as the prevailing high interest rates and tight capital markets began to take effect. At Peterborough, the value of building permits issued fell from \$844,984 in July 1968 to \$599,961 for July 1969. Brampton still has considerable construction activity but it has fallen comparative to other years. Most construction has been on new schools or addition to schools rather than for private developer. Exceptions were an 82-suite apartment building, costing \$900,000, to be erected by Peel Village Developments and a one million dollar plant addition proposed by Velcro Industries Limited. Construction activity was especially high at Oshawa, despite industrial disputes there. These were generally settled quickly, but at the time of going to press, a strike by member of the International Brotherhood of Electrical Workers which began on July 10 had still not been resolved.

New manufacturing developments and expansions of existing plants are reported from various centres. Dominion Colour Corporation Limited began construction in Ajax of a 60,000 square foot plant to produce inorganic and organic colour pigments for paint, printing ink, plastics, floor coverings, and other industries. At Newcastle, Custom Glass Limited will begin production of sealed beam units in late November, to employ fifty persons, and A.V.P. Extrusions Limited, producers of acetate sheets, hopes to start production by late November with forty employees. A new Kleenex Tissue plant will be built near Huntsville by E.G.M. Cape Company Limited for Kimberly-Clark of Canada Limited. Cost of the project for both plant and machinery is expected to exceed \$20 million. The Huntsville plant will employ about ninety persons and will have a production capacity of 100 tons per day by mid-March 1971. Pyramid Homes (Eastern) Limited announced plans to build a million dollar plant in Cobourg on 19 acres of land. Initially 100 workers will be hired and 200 more will be added within three years. Formosa Springs Brewery is to build a new plant in the Barrie area. This will involve an investment of \$5 million and the eventual employment of 60 to 100 persons. Firms continued to establish and expand in the Brampton area. The latest range from the production of corrugated paper sheets, re-inforcing steel, food packaging materials, adhesive products, to castings for fire safety equipment.

The service sector of the economy has shown a marked improvement in the tourist regions. A shortage of domestic workers, short order cooks, chefs, and experienced waitresses persisted despite substantial student hirings in most areas. Many summer term positions at Canadian Forces Base Borden ran out at the end of July resulting in expected layoffs. Retail trade has enjoyed an excellent summer; some stores in Lindsay have reported all time sales records for the month of July.

August restrictions on government expenditures did not directly affect Central Ontario to any great extent, except for the Cobourg area. The proposed shutdown of the Cobourg Canadian Forces supply depot will have both short term and long term effects on the town.

The volume of students looking for summer work increased with the termination of high school in June. Although the placement of university students remained largely successful, high school students posed a greater problem. Most plants do not hire under the age of eighteen and jobs were harder to find for females and those students under eighteen. However, many Canada Manpower Centres were able to place some of these students. Oshawa placed 29 post secondary students and 119 high school students in July. However, half of these placements were casual employment (one to six days). The main employment areas for students in Central Ontario were in the retail trade, agriculture, service industry, and small manufacturing plants.

NIAGARA PENINSULA – KITCHENER AREA

Activity was high in most industries during early July but was followed by the onset of a seasonal slow-down in many manufacturing industries, which continued into August. On the other hand, in agriculture, food processing, construction and tourism, there was a further expansion of operations and employment throughout the period.

Agricultural employment increased with the harvesting of tobacco and fruit crops. In the Niagara Peninsula, the wet spring delayed the growing season and the harvesting slightly, but yields of berries, currants and cherries have been good. Many students are being employed in harvesting and the seasonal increase in employment in the fruit processing firms is also under way.

The slow-down in manufacturing activity is largely attributable to the usual vacation shut-down or, as in the case of the motor vehicle assembly and parts industries, re-tooling. However, in the agricultural implements industry, a lay-off at Brantford had greater significance. Massey-Ferguson, still affected by the western grain crisis, closed its combine plant on July 25, laying off 1,200 workers. The plant will remain closed until about September 15, and when operations resume only 900 to 950 workers will be required. The remainder, mostly assembly workers, have been laid off indefinitely. Their prospects of securing alternative employment appear favourable; a number of firms in Brantford, Kitchener and St. Thomas have expressed interest in hiring them.

In addition to the seasonal lull in activity, the area was affected by a series of major work stoppages over labour contract negotiations in the primary metal industries. In the northern part of the area the only major strike was at the Steel Company of Canada's nut and bolt plant in Brantford, where 117 workers went on strike on August 1. In the southern part of the area, the major dispute was at the International Nickel Company of Canada at Port Colborne. The company is the town's largest single employer and the strike of 1,600 employees on July 10 has had a significant impact on the local economy.

Despite the present crop of industrial disputes, the outlook for the manufacturing sector in the area this fall is generally favourable. Most plants predict that production levels will remain high, and a number of plant expansions have been announced and are under construction. At Preston, Rocket Trailers Limited is to build a two and one-half million dollar plant to manufacture mobile homes, which is expected to employ about 100 people, mostly assemblers, during its first year of operation, rising to 400 within five years. The Whitaker Cable Company of Canada is building a wire assembly plant at Guelph which will employ 100, mostly assemblers, on completion in November. In Kitchener, Budd Automotive Company of Canada Limited has announced a forty million dollar expansion program to double the size of its car chassis plant. Employment will also double, to 1,500 workers; skilled occupations which will be in demand in 1970 and 1971 include press men, assembly welders, tool and die-makers and mechanics.

The only significant plant closure was in the textile industry. The Plymouth Cordage Company of Canada ceased operations in Welland resulting in 100 people, mostly machine operators, losing their jobs. Brantford Cordage Limited, which purchased the firm's assets, is transferring production to Brantford. Alternative employment for the redundant work force is not readily available at Welland but it is understood that some employees have received offers of re-employment from the Brantford Company.

Throughout the area there is a considerable range of skilled occupations presently in demand by the manufacturing sector, particularly the metal fabrication and machinery industries. These include fitters, machinists, tool and die-makers

and mechanical engineers. The furniture industry is also in the market for skilled and semi-skilled workers, as many firms seek additions to their staffs. Some firms are expressing interest in the joint Federal-Provincial training-in-industry programs in order to ease shortages of skilled labour.

Retail trade activity has been generally high, with the major exception of Port Colborne on account of the INCO strike. The continuing expansion of large retail chain outlets is an important contributing factor to the enhanced hiring activity, especially in Oakville, Brantford and St. Catharines. In Oakville, the new Food City and Towers stores opening at the Marchland Plaza in November will require a total of some 200 employees, mostly cashiers and sales persons.

Employment activity continued at a high level in the construction industry throughout July and August. In the Niagara Peninsula, improved weather conditions lead to an increase in activity in the multi-million dollar Welland Canal Relocation Project, on which several hundred workers are employed. This project involves the construction of an eight-mile channel to ease restrictions on shipping movements caused by the winding nature of the canal and a series of bridges. The project was scheduled for completion in 1972, but due to a costing error made by a contractor in tendering for the construction of a tunnel, completion is unlikely before 1973.

In general the student employment situation in the area has been more favourable this year than in 1968. Most university students have secured employment and many high school students have also found work.

TORONTO METRO

Buoyant employment activity continued to characterise the Metro Toronto labour scene in mid-summer. The construction, industry as a result of the end of a three-month strike, was particularly active in the labour's industry market. Despite the vacation shutdown in many plants, the manufacturing sector remained strong with most firms reporting a high level of business activity. The strike at International Nickel Company of Canada had a somewhat dampening effect on the Toronto labour market as the Company halted the weekly recruiting program for miners and smelter labourers. This resulted in an influx of clients seeking alternative forms of employment. The summer student employment program at the Canada Manpower Centres and the Canadian National Exhibition was active with a record number of student registrations.

Although hiring activity was reduced from previous months because of seasonal shutdowns, many firms in the manufacturing industry report peak manpower strength and peak production. Full production will resume in all plants in mid-August. Training-in-industry programs are becoming increasingly prominent. The clothing industry is very active, and considerable difficulty has been experienced in recruiting skilled workers in all trades. A strong demand exists for qualified clients in the following occupations: tool and die makers, maintenance electricians, machinists, welders, printing tradesmen, lathe operators, assembly and wood working groups, sewing machine operators and licensed auto mechanics. In contrast, unskilled and semi-skilled machine shop workers are in surplus.

Reynolds Extrusion Company Limited, a subsidiary of Reynolds International Corporation of Richmond, Virginia, began construction of a \$1.5 million plant and head office in Richmond Hill. The new facilities will be used to consolidate manufacturing operations, and will employ some 500 persons. Production is to begin in the early spring of 1970, and will include the full Reynolds Extrusion line of products from the aluminium billet state to finished products. Mattel Canada Limited will more than double its manufacturing facilities as a result of relocation in the spring of 1970. The \$3 million toy plant is expected to employ 600 persons when it reaches full-scale production. Canadian Admiral Ltd. is preparing to hire 100 female and 20 male assemblers in addition to office staff in a concerted effort to double colour TV production in 1969-70.

The construction industry, which has been hobbled by a series of strikes and lockouts since May 1, has returned to normal. With the settlement with the last of 15 unions in August, work on commercial projects has been resumed. As a result, increased vacancies have been reported. A further increase in demand is anticipated provided no more labour disputes take place.

The increase obtained by the various trades over the two-year contract period are as follows:

Occupation	Percentage Increase	Hourly Rate at end of Contract Period
Electricians	33.7	\$6.20
Plumbers	37.3	6.15
Glaziers & Glass Workers	50.0	6.05
Sheet Metal Workers	41.0	6.04
Carpenters	42.8	6.00
Plasterers	36.4	5.80
Bricklayers	40.0	5.70
Asbestos Workers	34.5	5.50
Cement Masons	41.5	5.30
Painters	55.1	5.15

The figures do not take account of the improved fringe benefits also negotiated. The full impact of wage increases and fringe benefits gained by the unions will not be felt until mid-1970 when the final instalments under most of the collective agreement come into effect. These gains will no doubt be eventually reflected in higher building costs.

Despite the selective measures introduced in the last budget to slow down the pace of construction, industrial and commercial construction in Metro Toronto continues at a record rate. The industry points to sharply rising prices of building materials, wages and interest rates as justification for going ahead. Excavation for Toronto's tallest building, the Commerce Court, is under way. Plans for several other big office buildings, including one for the Toronto Daily Star, are in hand. A shortage of well qualified tradesmen has emerged; licensed plumbers, painters, glaziers and operators of equipment common to ground work are particularly in demand.

Demand for labour in the service industries continues difficult to satisfy, often because of low rates of pay and unattractive working conditions. With the height of the tourist season, demand for waiters, waitresses, kitchen staff and counter help reached its peak. Other service trades in which supply invariably fails to meet demand are domestic help, hairdressers, porters and laundry occupations. An excess supply of nurse's aides has developed. The hospitals now insist on registered nursing assistants to fill their vacancies. As a consequence, nursing and senior citizens homes represent the only demand potential for the occupation.

An intense summer student employment program has resulted in increased employment opportunities, and the crisis situation which had been anticipated did not occur. Male students have been most commonly employed in warehousing construction, and factory work. In the main, females have secured employment as cashiers, clerk typists and light factory workers. Various factors contributed to the more balanced labour market, including increased public awareness of students' needs as a result of provincial and federal government promotional campaign, and a significant change in attitude on the part of students. They have been less selective and more realistic in their approach to securing work.

The demand for typists, stenographers and secretaries continues to exceed the supply of suitable personnel. Employers are putting increased emphasis on education, mathematical skills and language abilities. This highly selective approach on the part of employers is partly attributable to the large scale computerization undertaken by many firms. In a concerted effort to reduce the gap between supply and demand, large employers continue to recruit skilled secretaries and typists outside Canada. The acute supply-demand imbalance for female office workers will be further accentuated with the advent of OHSIP, the provincial-federal medicare program scheduled to come into effect in late October. OHSIP will necessitate the hiring of 1,000 administrative-clerical staff.

In transportation, a discernible upturn in activity has been noted. A strong demand exists for heavy and tractor trailer jobs and qualified truck drivers. Conversely, dump truck and industrial truck operators, and warehouse workers are in excess supply. Many service stations are alleviating their hiring problems by employing students for the tourist season.

Retail and wholesale trade were not active in the period under review. A general slackening off in demand for personnel was observed.

HAMILTON METRO

Seasonal and random factors led to a marked reduction in economic activity in the Hamilton area in July and August. With few exceptions, the manufacturing sector was particularly affected; many firms closed for the summer vacation period, while a strike at the city's largest employer, the Steel Company of Canada (Stelco) accentuated the trend towards decreasing labour market activity which began in May. Several seasonally strong sectors, notably the canning industry and road and bridge construction ran counter to general tendencies, but overall the local economy was relatively quiet in July and August. The impact of the Steel Company strike,

if it is prolonged, could be very serious, especially in dependant areas such as retail trade and sectors of the transportation industry.

Whereas in June, agricultural hiring activity was low, in July and August students were recruited for cherry and peach harvesting as well as tobacco picking, and agricultural labourers were in demand for treepruning. In addition, some Caribbean workers are to be brought in during September to replace students in fruit harvesting occupations.

In August, there was a seasonally strong demand from local canners for female sorters and graders, Niagara Food Products Limited of Hamilton, and Arkell Foods of Grimsby hired a total of 600 women for shift work in their canneries, although the high turnover rate, characteristic of this occupation, meant that the total number of women involved may have reached 800.

Summer shutdowns involving manufacturing firms reduced employment activity significantly. According to data made available by Hamilton Canada Manpower Centre, the notified demand for labour by manufacturing industry has declined from the May peak. In July the number of male vacancies notified to Hamilton C.M.C. was 37 percent down on the June level, and 50 percent down on the May level. Particular sectors showed this trend clearly; several of the area's largest cloth mills and dyers were closed for two weeks in early August, and demand for labour from this sector declined appreciably. On the other hand, custom tailoring shops, despite some summer shutdowns, were recruiting labour, especially cutters, tailors and pressers.

Local primary steel production and employment activity, although very high for the first half of 1969, dropped abruptly as a result of a strike by 11,500 Stelco production workers on August 1st. The dispute placed considerable additional pressure on the facilities of Dominion Foundries and Steel Company Limited (Dofasco), a non-union competitor, which already has a sizeable backlog of orders and, as a result, has been hiring clerical staff and unskilled workers in addition to its complement of summer students. Smaller local firms in this sector continued to recruit labour despite summer shutdowns.

Despite an excellent first half-year, however, the future of the primary steel market is uncertain. High first-half production levels may have been in response to customers' hedging against the possibility of strikes at Stelco and Algoma Steel. Resultant high inventories could decrease the demand for steel, and hence employment activity later this year especially if the strikes are settled quickly. In addition, high interest rates and fiscal restrictions, by affecting demand and production levels in the steel-using industries such as construction, could reduce the demand for steel further.

In the automobile industry, the annual model change and summer shutdown of production facilities has resulted in much reduced hiring, at least until new model production gets under way. National Steel Car Company, manufacturers of railway transportation equipment, shut down for two weeks in early August, and although the firm's overall hiring activity was consequently reduced, it was still in the market for clerical and machine trades personnel. Canadian Westinghouse Limited also interviewed and hired a considerable number of new employees during its annual

summer shutdown. The company required a wide range of plant and office personnel, including arc welders, machine operators, assemblers, and more senior staff such as production co-ordinators. Canadian Westinghouse has diversified into new areas of production and research this year, and the considerable new hiring this has involved continued into July and August.

In addition to the Stelco dispute, other strikes contributed to the relative inactivity of the manufacturing labour market in July and August. 550 workers at Otis Elevator continued a 14-week strike with no signs of settlement. On the other hand, both a six-week strike by 200 plant employees of Donald Rope and Wire, and a three-week strike by 180 Hamilton Hydro outside workers, ended on July 28.

Since May 7, a strike-lockout situation affecting several local construction trades has continued to disrupt work on large unionized non-residential construction projects in the Hamilton area, and has affected work on major expansion programmes at Stelco, Dofasco and McMaster University. The tradesmen affected have succeeded in finding work elsewhere in Southern Ontario, in the U.S.A., and in some areas, with local non-unionized subcontractors. As a result of these disputes, new non-residential projects have been postponed. However, new construction contracts continue to be announced, the \$1.3 million Canada Centre for Inland Waters, in Burlington, and a \$7 million office building of 22 storeys to be built by Cutaia Investments Limited near the Civic Square development area in central Hamilton.

Rising mortgage rates have led to a weakening in the residential construction starts since May. With non-unionized subcontractors employing unionized tradesmen, residential projects are being completed at a faster rate, which could lead to a marked reduction in the volume of residential work for local tradesmen. However, with the present emphasis on apartment building in Hamilton. (single family dwellings form the major portion of residential activity only in Burlington), no slackening in the construction manpower demand is evident as yet. Tradesmen, especially painters and carpenters, are constantly required, but a decrease in the value of residential building permits in both Hamilton and Burlington, combined with the signs noted above, indicates that the buoyancy of the residential construction market may disappear in the near future.

Road, bridge and sewer construction was seasonally active, with contracts totalling \$800,000 announced for the Hamilton area in July. Truck drivers were in great demand as a result. In addition, tenders for the second stage of Hamilton's \$12.5 million Claremont Access Road project were called recently, indicating continuing activity in this sector.

Following a seasonally slow June, some revival occurred in the Trade sector in July, with retail trade showing greater strength in employment activity than wholesale trade. Department and variety stores have enjoyed good trading conditions so far this year and continuing demand for salespersons, clerks and kitchen helpers probably reflects turnover and some preparation for anticipated volume later in the summer. Demand by automobile service stations and dealers for mechanics and repairmen which has been strong since May, possibly reflects greater automobile use in summer. However, tighter money may affect retail automobile sales in future, as may the secondary effects of the Stelco strike, and future retail sales and labour needs may not reach retailers' expectations.

A noticeable weakening in Real Estate sales occurred in July. The number of units sold fell by 18% from June figures, reversing the series of month-to-month sales increases registered since January. This departure from the trend may continue as a result of monetary restraints, and while manpower demands did not decline as a result, they could do so in future if the trend is permanent.

Activity in the service sector varied considerably. While McMaster University and Mohawk College, in response to summer maintenance and repair work, sought maintenance carpenters and labourers, the demand for architects and consulting engineers remains slack due to the uncertain future of the local construction industry. Moreover, for the first time this year there was a noticeable decline in demand for barbers and hairdressers by hairstyling establishments, reflecting less active summertime markets. Households, however, increased their demands for housekeepers and maids. Centrally-located restaurants, benefitting from tourist spending, were recruiting waitresses and cooks, but those further from the city centre experienced a seasonal slack period.

SOUTHWESTERN ONTARIO

Despite some problem areas, the district economy appears to be continuing its steady expansion with good growth prospects in view. Most areas reported that although employment activity followed its expected seasonal decline from June, due to holiday shut-downs, the flow of job orders and hirings was running at a higher level than usual for the month of July, while the number of full-time unemployed clients remained comparatively stable. This was primarily due to expansions and openings of manufacturing plants related to automobile production, a steady pace of construction activity, and seasonal demand in agriculture and related processing industries.

In the agricultural sector, some significant trends in manpower harvesting requirements are emerging. The numbers of itinerant workers coming into the area each year for the August to September tobacco harvest is showing a gradual secular decline. Usually, large numbers of these workers move to the district early in the summer and create a surplus of help for the harvest of early crops. Although early-crop farmers have had no difficulty this year in finding harvest workers, it is possible that the diminishing influx of manpower may create difficulties for them in future years.

The matter is compounded by various technological developments in the tobacco industry which will not only reduce the demand for tobacco harvest help in the future, but will also reinforce the trend towards the hirings of students and other younger workers in the tobacco fields. This year, for example, students and local workers comprise a greater proportion of tobacco-field workers.

The lower age structure of tobacco workers may also create difficulties for growers to those crops harvested after tobacco. In past years, with the completion of the tobacco harvest, many of the older itinerant workers have moved from the tobacco fields to alternative employment in the fruit orchards. However, this year and in future years it is to be expected that, with students tobacco workers returning

to school, fewer people will be available for the apple and other late harvests. These developments merit close attention, especially with the advent of a new tobacco combine harvester, which had led some people to predict that tobacco farming may become almost entirely independent of outside labour requirements within three to five years.

Manufacturing in the district continues to be dominated by adjustments resulting from rationalized production under the Automotive Trade Pact. Recent projections indicate that new investment in the Canadian automobile parts industry is currently on the upswing following a two-year period of slight decline. Although some reports predict that automobile sales will fall off for the remainder of 1969, to pick up again by mid-1970, there is not yet sufficient evidence to indicate that Canadian operations will suffer any adverse effects in this or related sectors. The overall result of this steady expansion has been a strong and substantial demand for various machine shop trades. In particular, the demand for machinists, machine set-up men, tool and die makers, and lathe operators, is heavy and persistent. There is also a continuing demand for qualified automobile mechanics, autobody repairmen, vehicle assemblers, spray painters, and welders. Meeting the current and future demand for these occupations from existing supply in the area will be difficult, and steps are being taken to expand training activities.

Rationalization of production in the automobile industry has, however, claimed one larger victim. Loss of the Ford contract for auto-heaters and collapsible steering columns has resulted in the indefinite lay-off of 150 female assemblers at Eaton Automobile Limited in London. This, combined with the recent close-down of the Kelvinator plant in London, has resulted in some surplus of workers, predominantly female, in occupations associated with the assembly of electrical and metal products.

In the woodworking and furniture industries there is some demand for cabinet makers, pattern makers and woodworking machine operators. However, overall labour market developments in these two industries are difficult to predict, particularly in the light of a recent indefinite lay-off of 120 employees by Weldwood of Canada Limited in Woodstock. The lay-off was due to inadequate strength in the market for veneers and plywoods.

The construction industry in the district is continuing its steady upswing despite a lockout in the Windsor area during July, and demand is strong for certain skilled occupations, bricklayers and carpenters in particular. Considering the steady rate of expansion in the district, it is expected that these shortages will continue in many localities for the remainder of the construction season and into next year.

In other sectors there appears to be a current surplus of sales and office clerks, warehousemen and truck drivers, particularly in the London area. However, banks, real estate, finance and insurance institutions continue to report difficulties in finding young men with high school matriculation to fill vacancies for management trainees. Employment remained at a high level in sectors connected with the tourist industry, especially wholesale and retail trade and the hospitality industry, with enhanced demand for full- and part-time temporary help being largely met by available student labour.

The recently announced two-year phase-out of the armed forces supply depot in London and the radar and communications training centre at Clinton will affect

approximately 750 civilian employees in a variety of occupations. For the 450 civilians affected in London, preliminary analysis indicates that the close-down will add to the already existing oversupply of clerical occupations, warehousemen, truck drivers and storekeepers in the area. However, there is, as noted above, a steady demand for automobile mechanics, maintenance men and machine shop trades, so that a heavy and persistent surplus of these occupations is not anticipated.

The Clinton close-down will have more severe effects. The economy of Huron County is not large enough to absorb the civilians who will lose their jobs with the armed forces base, and many of these workers may be forced to relocate their homes and families in other areas.

NORTHERN ONTARIO

The usual summer upswing in economic activity and employment in Northern Ontario has been curtailed by major labour disputes. On July 10, some 16,000 International Nickel Company employees went on strike at Sudbury. On August 21, 3,500 Falconbridge Nickel Mine workers walked off their jobs. At Sault Ste. Marie, 6,700 Algoma Steel Workers went on strike in August, on the expiration of a contract between the company and the United Steel Workers of America. All these disputes were continuing at the time of going to press, with no indications of early settlement.

Conditions in the woods industry, one of the few sectors not affected by current labour disputes, vary from one area to another. Those primarily dependant on pulp and paper are experiencing high levels of activity, but conditions are somewhat depressed for lumber and sawmill products, attributable to lower prices caused by a slackening in world demand for lumber and sawmill products. However, a number of new developments have been announced. A \$2 million stud mill is to be built at Smooth Rock Falls by the Abitibi Pulp and Paper Company. The new mill will provide thirty-one in-plant positions and sixty bush jobs. At Hudson, in the Kenora district, twenty-seven new jobs will arise from a \$1,200,000 mill extension by the Lac Seul Lumber Company, and the same number of new jobs will be available at a veneer-dryer complex being built at Cochrane by Cochrane Enterprises Ltd.

Two adverse developments in the woods industry are the difficulties being experienced in securing alternative employment by men laid off at the Domtar Lumber Mill, Blind River, and the delayed opening of new Levesque Plywood Mill in Hearst. It had been hoped that many of the 250 workers to be laid off between September and December on the closure of the Domtar mill would find employment in British Columbia. However this does not appear to be an alternative as the first three Domtar workers, sent to British Columbia on exploratory grants under the Department of Manpower and Immigration Manpower Mobility Program, returned to Blind River after failing to find suitable work. The problem is compounded by the unwillingness of many of those to be laid off to move from the Blind River area. The new Levesque Plywood Mill at Hearst will now be opening in 1970 instead of December of this year as was earlier announced. This has been attributed to a slackening in European demand for the firm's product, and will affect some fifty workers.

With the expiry of their contract with the International Nickel Company of Canada, 16,000 Inco workers at Sudbury stopped work on July 10. Prior to the

contract negotiations, the average wage was \$3.06 an hour; the company's offer of a \$1.05 an hour increase spread over three years was rejected by union negotiators. Because of the Inco strike, 1,200 men engaged on mine development work and new construction work for the company have been without work since July 10. It has been estimated that over 1,000 Inco workers – some estimates go as high as 2,500 – have moved from the Sudbury district because of the loss of income due to the dispute. The strike by 3,500 Falconbridge Nickel Company mine workers, which began on August 21, is also over contract negotiations. The company offer of \$1.10 an hour over three years was rejected.

The mining industry elsewhere in Northern Ontario remains active, but continues to experience difficulties in recruiting all categories of workers in most districts. The Great Lakes Nickel Company and the Thunder Bay Nickel Company have merged in order to facilitate the raising of \$100 million to finance a mining, smelting and refining complex at Pardee Township, forty miles south-west of Thunder Bay. The sinking of two shafts for the copper-nickel mine will begin in September. Production is expected to begin in 1972, when the permanent labour force should rise to 1,200 – 1,500. Also in North-western Ontario, Selco Explorations is to develop copper, nickel and silver resources at Uchi Lake, north-east of Red Lake. Initially, 200 construction workers will be required; on completion early in 1971, the mine and concentrator are expected to provide 150 permanent jobs.

The principal development in the manufacturing sector during the period under review was the unofficial strike by 6,700 Algoma Steel Workers at Sault Ste. Marie on August 1. As a result, 1,700 other company employees at Sault Ste. Marie and the Algoma Iron Division at Wawa were laid off. The company has since re-opened part of the plant, but it is not starting the main furnaces due to the threat of an official strike on August 28. The fact that Steel Company of Canada employees at Hamilton rejected a company offer of \$1.22 an hour increase, spread over three years, suggests that the Soo workers will not settle for less than \$1.25 an hour, and a lengthy shut-down could be in prospect for the works.

Elsewhere in the manufacturing sector, new developments are reported from Thunder Bay and North Bay. Coastal Steel Construction Limited is to build a steel fabricating and metal products plant at Thunder Bay, to employ twenty initially, rising to 120. It is expected that the new plant will absorb some of the 450 skilled men being laid off by the Port Arthur Shipbuilding Company. The remainder of these men, who in the main have skills in demand in the area, are gradually being absorbed by other local firms. At North Bay, five new firms will contribute a total of some 200 new jobs to the area's economy, while expansions at four existing plants are expected to provide over one hundred additional jobs.

With the expectation of the Timmins area, all sectors of the District report that construction is operating near capacity. However, as mentioned previously, current strikes at Sudbury have created some unemployment in the industry there, and the disputes at Sault Ste. Marie may also lead to unemployment in the construction industry. The two-month old carpenters' strike in Sudbury was recently settled and 5,000 construction workers have resumed work on some fifty projects in the city. Wage settlements have been large with the bricklayers' \$240.00 for a forty-hour week being the largest settlement won thus far. Significant new construc-

tion projects about to get under way in the District include the \$4 million Confederation College Building at Thunder Bay, and the \$6 million Cambrian College Campus at North Bay. The \$10 million urban renewal scheme in Sudbury has been launched. Algoma Steel announced that the new blast furnace and basic oxygen steel plant plans have been shelved, at least until the Federal Government brings in its white paper on new tax legislation.

This year the tourist industry has been particularly buoyant in Norty-Western Ontario. In the rest of the area, after a slow start in June, business does not seem to have been up to expectations. Ontario Northland Railway's Polar Bear Express, running Cochrane and Moosonee three times weekly, has been averaging 300 to 400 tourists per trip. This particular tourist attraction has shown steady gains for the last three years and has given the Timmins area tourist economy a considerable boost.

Student employment programs have generally been very successful in all areas. The only exceptions are in Sudbury where the strike situation has dropped over 1,000 students into the ranks of the unemployed, and in Sault Ste. Marie where the pending strike has had much the same effect. It should be noted that the effect was felt several months before the actual strike occurred. Retail sales were first hit when people began to conserve their earnings in anticipation of the fact they might soon be on strike and thus receiving little or no income. The decreased retail and wholesale sales not only led to fewer students being hired for summer employment in the trades industries, but also resulted in unemployment among the permanent staff of wholesale and retail outlets. While retail and wholesale trades employment was decreasing in Sault Ste. Marie and Sudbury, 320 new such jobs were created at Thunder Bay with the opening of a new shopping centre there August 13th.

For the residents of Kenora and Dryden, August saw the inauguration of daily commercial airflights to those centres from Winnipeg and Sault Ste. Marie. And, while it does not yet have daily air service, Moosonee now has an airport.

Immigration to Ontario, 1968

A. W. COWAN

The Province of Ontario is a principal beneficiary of immigration to Canada, receiving as many immigrants each year as all the other provinces combined. These immigrants have supplied many of the skills needed to maintain the current high level of economic activity in the province. This study provides an analysis of the official statistics on immigration, with emphasis on occupational pattern from 1966 to 1968. The source of information is derived from *Immigration Statistics, Canada*, published annually by the Department of Manpower and Immigration.

The number of immigrants coming to Canada in 1968 who gave Ontario their destination was 96,155. This total represented a decline of 18 per cent from 1967 figure of 116,850 but was still among the highest years on record. The peak postwar year was 1957 when 282,164 immigrants came to Canada of whom 147,097 were destined to Ontario.

It will be seen from Table 1 that the number of workers entering the labour force of Ontario from this source has varied between 17,500 and 62,000 since 1958. The number of immigrant workers in 1968, 50,048, was almost exactly half the increase in the labour force in that year, which at 2,934,000 was precisely 100,000 above the 1967 figure. The remaining 46,107 immigrants in 1968 consisted of 16,931 wives, 23,315 children, and 5,861 other categories.

TABLE 1 - IMMIGRANTS DESTINED TO ONTARIO SHOWING NUMBER OF WORKERS, AS COMPARED TO CANADA TOTALS, 1958-1968

	ONTARIO		CANADA		ONTARIO/CANADA	
	Total	Workers	Total	Workers	Total	Workers
	No.	No.	No.	No.	%	%
1958	63,853	31,581	124,851	63,078	51	50
1959	55,976	27,561	106,928	53,551	52	51
1960	54,491	27,621	104,111	53,573	52	52
1961	36,518	17,495	71,689	34,809	51	50
1962	37,210	17,968	74,586	36,748	50	49
1963	49,216	23,849	93,151	45,866	53	52
1964	61,468	30,083	112,606	56,190	55	54
1965	79,702	39,512	146,758	74,195	54	53
1966	107,621	53,207	194,743	99,210	55	54
1967	116,850	62,043	222,876	119,539	52	52
1968	96,155	50,048	183,974	95,446	52	52

However, if the figures are broken down by occupational groups, some variations from the overall trend emerge. This is shown in Table 2 below.

TABLE 2 – IMMIGRANTS DESTINED TO ONTARIO BY INTENDED OCCUPATIONAL GROUP 1966-1968

OCCUPATIONAL GROUP	1966	1967	1968	1967/66	1968/67
	No.	No.	No.	%	%
Managerial	1,077	1,350	1,029	+25	-24
Professional & Technical	10,494	13,985	13,749	+33	- 2
Clerical	7,070	8,616	6,804	+22	-21
Service & Recreation	4,277	5,409	4,927	+26	- 9
Farmers & Farm Workers	1,740	1,680	1,730	- 3	+ 3
Construction Trades	5,746	6,057	4,709	+ 5	-22
Manufacturing & Mechanical Trades	14,223	15,124	12,887	+ 6	-15
Labourers	5,095	6,150	1,619	+21	-74
Others	3,485	3,672	2,594	+ 5	-29
Total	53,207	62,043	50,048	+17	-19

Despite the reduction of 18% in immigrants destined to Ontario in 1968, the professional and technical category in 1968 maintained most of the increase, it achieved in 1966-67. It replaced the manufacturing and mechanical trades as the most important numerically. Among other groups, the number of farmers and farm workers intending to settle in the province showed a slight increase but all others showed declines in 1968. This included a 15 per cent drop in the important manufacturing and mechanical trades group, and a striking decline of 74%, from 6,150 to 1,619 in the number of labourers.

A number of key occupations and occupational groups, within the larger groups given above, have been selected in Table 3 to indicate more specific developments from 1966 to 1968. These show some of the mixed trends which took place in the professional and technical category.

TABLE 3 – INTENDED OCCUPATION OF IMMIGRANTS DESTINED TO ONTARIO, 1966-1968

	1966	1967	1968	Change	
				67/66	68/67
Professional Engineers	1,465	1,755	1,400	+20	-20
Physical & Biological Scientists	555	715	785	+29	+10
Principals & Professors	552	836	1,054	+51	-26
School Teachers	1,135	1,839	2,190	+62	+19
Physicians & Surgeons	309	437	513	+41	+17
Nurses, Graduates	1,881	2,299	1,868	+22	-19
Bookkeepers & Cashiers	955	1,365	1,166	+43	-15
Stenographers, Typists	3,308	4,262	3,286	+29	-23
Sales Clerks, Salesmen	1,561	1,418	1,077	- 9	-24
Domestic Servants	1,430	1,514	1,921	+ 6	+27
Tailors & Furriers	2,108	2,405	2,177	+14	- 9
Machinists	4,975	5,208	3,871	+ 5	-26
Mechanics, Repairmen	1,994	2,380	2,537	+19	+ 7
Carpenters	1,470	1,490	593	+ 1	-60
Bricklayers, Stonemasons	1,615	1,514	1,260	- 6	-17

The most significant increases have taken place among the principals, professors and school teachers. The number of engineers destined to Ontario, after increasing by 20 per cent in 1967, declined by the same proportion in 1968. Physical and biological scientists, on the other hand, showed gains in both years, as did physicians and surgeons. Decreases were common among the clerical and sales occupations while domestic servants, one of the occupations in severe shortage in Canada registered a 27 percent increase in 1968. A 60 per cent decline was recorded for carpenters from 1967 to 1968, following a modest increase in the earlier period; in contrast, the number of bricklayers and stonemasons decreased throughout the period under review.

Immigrants to Canada now are being drawn from a wider range of countries than ever before. Nevertheless, two out of every three immigrants destined to Ontario come from one of seven countries, as listed below?

**TABLE 4 – IMMIGRANTS DESTINED TO ONTARIO BY
COUNTRY OF FORMER RESIDENCE 1967-1968**

COUNTRY	1967	1968	CHANGE
	No.	No.	%
Britain	37,231	21,964	-41
German Federal Republic	6,277	5,098	-19
Greece	6,187	4,561	-26
Italy	19,612	13,592	-31
Portugal	6,514	5,415	-17
United States	7,011	8,200	+17
West Indies	5,023	4,676	- 7
Total Seven Countries	87,855	63,506	-28
Total All Countries	116,850	96,155	-18
Per cent Seven/Total	75	66	

It is noteworthy that the total increased for only one of these, the United States, in 1968. Substantial declines, on the other hand, were recorded for those coming from Britain and Italy. In relation to Canada as a whole, the Province of Ontario receives approximately 70 per cent of the immigrants from Italy and Portugal and 60 per cent of those from Greece and the West Indies. Most of these settle in the Toronto area. While not shown in the table, an interesting feature of 1968 immigration was the influx from Czechoslovakia, estimated at about 4,000, following the Soviet occupation of the country in August of that year.

A breakdown of intended occupations by country of former residence or citizenship is not available for Ontario but data for Canada as a whole provide an indication of the sources of the various skill groups coming into the province. Professional and technical workers come principally from Britain, the United States, Czechoslovakia (1968), Philippines (sepecially nurses), Hong Kong, Australia, France and the West Indies in that order. France is the only one of these not important numerically as a source of immigrants to Ontario, Britain, the United States and the West Indies are the main suppliers of clerical help, of which the largest occupational group is stenographers and typists. The Mediterranean countries, on the other hand, are important in the service, construction, manufacturing and mechanical trades, and for labourers. The West Indies are also a source of service workers, particularly domestics.

TABLE 5 – IMMIGRANTS DESTINED TO ONTARIO BY INTENDED OCCUPATION
1966-1968

	1966	1967	1968
MANAGERIAL – ADMINISTRATION			
Owners, Managers, Officials	1,077	1,350	1,029
PROFESSIONAL & TECHNICAL – PROFESSIONS			
Professional Engineers			
Civil	331	405	286
Mechanical	476	482	305
Industrial	69	64	199
Electrical	337	451	272
Mining	33	37	65
Chemical	154	200	136
Other	65	116	137
Physical Scientists			
Chemists	298	360	295
Geologists	32	65	91
Physicists	90	98	122
Other	20	19	15
Biologists, Agricultural Prof.			
Biological Scientists	52	89	148
Veterinarians	14	33	26
Other	49	51	88
Teachers			
Professors and Principals	552	836	1,054
School Teachers	1,135	1,839	2,190
Other Instructors	72	137	55
Health Professionals			
Physicians and Surgeons	309	437	513
Dentists	26	40	34
Nurses – graduate	1,881	2,299	1,868
Nurses-in-Training	24	55	–
Therapists	122	166	89
Optometrists	1	4	–
Osteopaths & Chiropractors	–	4	1
Pharmacists	57	73	72
Medical and Dental Technicians	190	231	625
Other	6	8	181
Law Professionals	31	38	54
Religion Professionals	197	164	151
Artists, Writers, Musicians			
Commercial Artists	89	140	135
Art Teachers	19	32	21
Authors, Editors, Journalists	137	190	210
Musicians and Music Teachers	45	59	90

TABLE 5 (Cont'd.)

	1966	1967	1968
Other Professionals			
Architects	159	209	124
Draughtsmen	1,292	1,436	1,133
Surveyors	55	68	73
Actuaries, Statisticians	46	43	165
Economists	65	120	170
Accountants, Auditors	350	388	289
Dietitians	27	44	32
Social Workers	79	145	201
Librarians	63	100	114
Interior Decorators	76	106	72
Photographers	91	125	96
Science Technicians	926	1,472	1,230
Other Professionals	352	507	522
TOTAL	10,494	13,985	13,749
CLERICAL			
Bookkeepers, Cashiers	955	1,365	1,166
Storekeepers, Shipping Clerks	340	387	131
Stenographers, Typists	3,308	4,262	3,286
Other	2,467	2,602	2,221
TOTAL	7,070	8,616	6,804
TRANSPORTATION TRADES			
Aircraft Operators	20	18	43
Railroad Operators	10	16	10
Water Transport	61	92	37
Road Transport	564	437	313
Other	32	34	18
TOTAL	687	597	421
COMMUNICATION TRADES			
Communication Workers	290	279	185
COMMERCIAL SALES WORKERS			
Auctioneers, Canvassers	2	2	12
Pedlars, Commercial Travellers	101	93	313
Sales Clerks, Salesmen	1,561	1,418	1,077
Other Sales Occupations	23	23	4
TOTAL	1,687	1,536	1,406
FINANCIAL SALES WORKERS			
Financial Workers	125	168	272

TABLE 5 (Cont'd.)

	1966	1967	1968
SERVICE AND RECREATION WORKERS			
Protective Service	290	340	153
Cooks	372	506	577
Domestic Servants	1,430	1,514	1,921
Nurses Aides	348	581	501
Waiters, Porters	670	658	508
Athletes, Entertainers	89	96	94
Other Service Workers	1,078	1,714	1,173
TOTAL	4,277	5,409	4,927
FARMERS			
Farmers & Farm Workers	1,740	1,680	1,730
LOGGERS			
Loggers and Related Workers	82	109	39
FISHERS, HUNTERS, TRAPPERS			
Fishermen, Hunters, Trappers	10	10	6
MINERS			
Miners, Well Drillers	152	140	212
CONSTRUCTION TRADE			
Carpenters	1,470	1,490	593
Plumbers	452	554	380
Electricians	968	1,265	981
Painters, Glaziers	523	484	157
Bricklayers, Stonemasons	1,615	1,514	1,260
Cement and Concrete Workers	71	75	48
Plasterers, Lathers	162	155	95
Sheet Metal Workers	345	392	169
Other Construction Workers-Excluding Labourers	140	128	1,026
TOTAL	5,746	6,057	4,709
MANUFACTURING AND MECHANICAL TRADES			
Food Workers	770	762	535
Rubber Workers	55	35	14
Leather Workers	190	215	156
Textile Workers	319	319	167
Tailors and Furriers	2,108	2,405	2,177
Woodworkers, Sawyers	726	683	1,038
Paper and Chemical Workers	100	83	61
Printers and Bookbinders	377	423	319

TABLE 5 (Cont'd.)

	1966	1967	1968
MANUFACTURING AND MECHANICAL TRADES (Cont'd.)			
Furnacemen, Moulders	361	260	176
Jewellers, Watchmakers	84	122	146
Machinists	4,975	5,208	3,871
Mechanics, Repairmen	1,994	2,380	2,537
Electrical & Electronic Workers	994	1,117	684
Painters (Excl. Construction)	241	227	234
Clay, Glass, Stone Workers	130	100	97
Stationary Enginemen	295	252	215
Freight	39	45	13
Other Production Workers	465	488	447
TOTAL	14,223	15,124	12,887
LABOURERS			
General Labourers	5,095	6,150	1,619
NOT STATED			
Occupations Not Stated & Unknown	452	833	53
TOTAL WORKERS	53,207	62,043	50,048
NON-WORKERS			
Wives	19,752	20,612	16,931
Children	30,841	29,701	23,315
Other	3,821	4,494	5,861
TOTAL NON-WORKERS	54,414	54,807	46,107
TOTAL IMMIGRATION	107,621	116,850	96,155

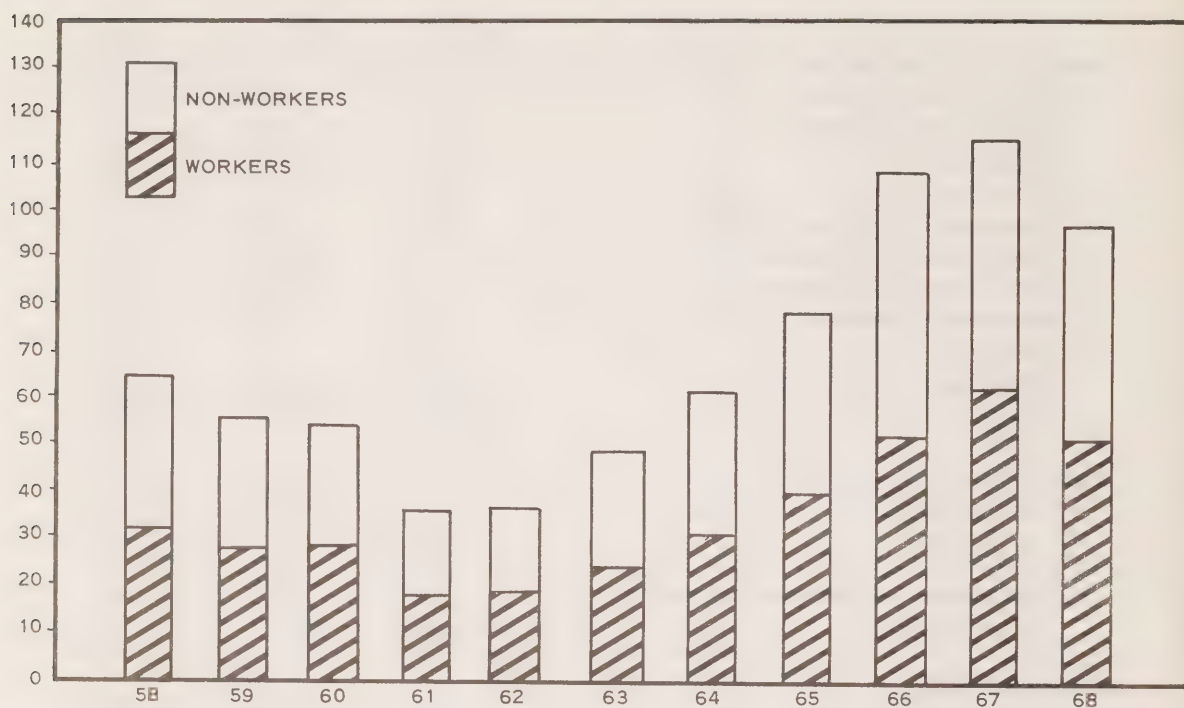
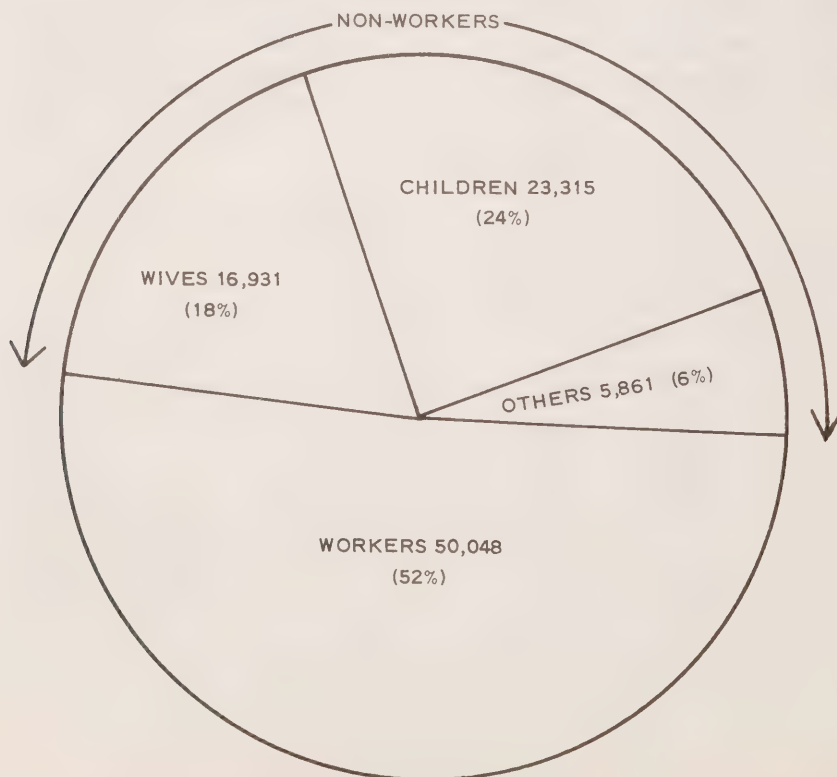
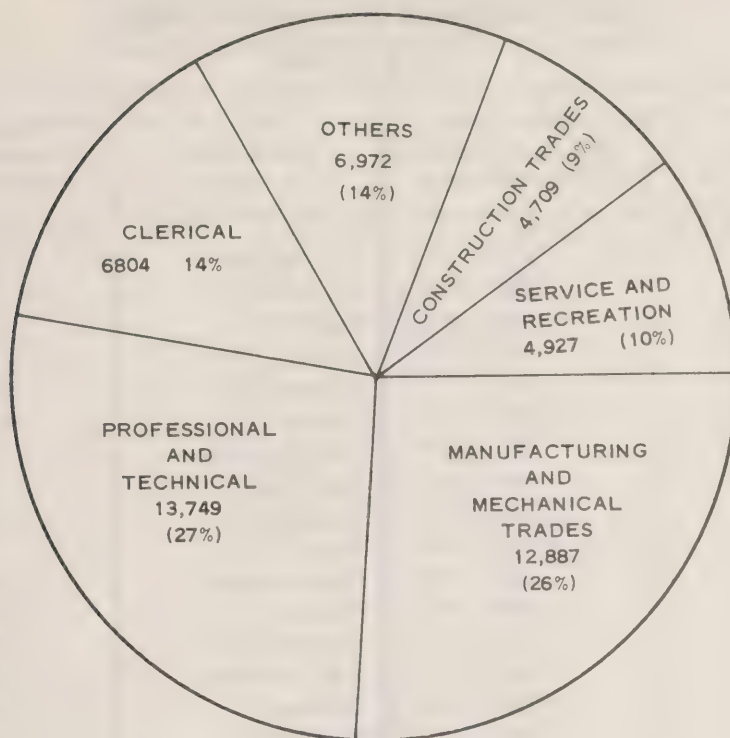
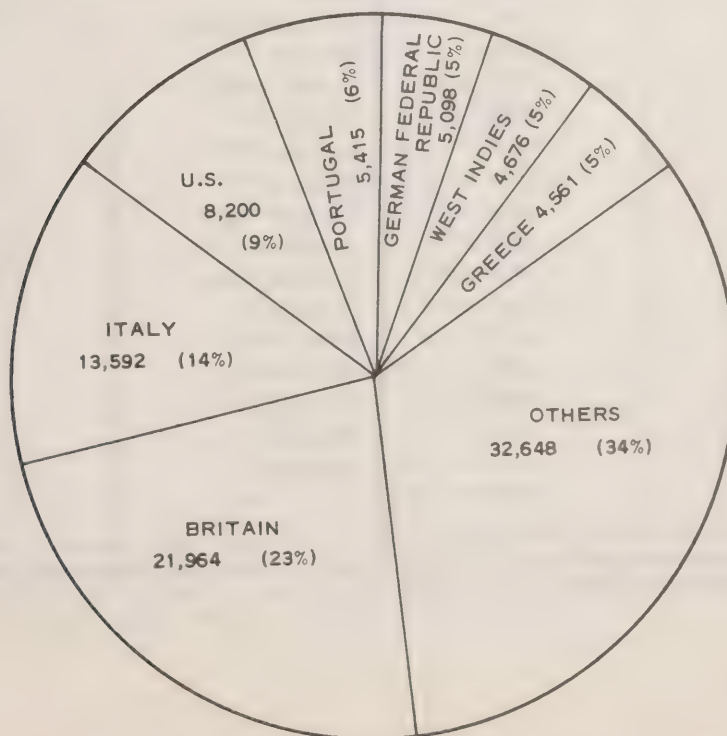
CHART 1 – Immigrants Destined to Ontario Showing Proportion of Workers, 1958-68**CHART 2 – Labour Force Status of Immigrants Destined to Ontario, 1968**

CHART 3 – Immigrants Destined to Ontario by Intended Occupational Group, 1968**CHART 4 – Immigrants Destined to Ontario by Country of Former Residence, 1968**

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

JULY 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	437	Niagara Falls	1,523
Barrie	1,774	North Bay	1,680
Belleville	1,583	Oakville	1,142
Bracebridge	295	Orillia	708
Brampton	1,098	Oshawa	4,036
Brantford	1,678	Ottawa	10,339
Brockville	590	Owen Sound	1,273
Carleton Place	239	Parry Sound	190
Chatham	2,756	Pembroke	1,125
Cobourg	1,098	Perth	267
Collingwood	633	Peterborough	2,460
Cornwall	2,468	Pictou	221
Elliot Lake	452	Port Arthur	2,323
Fort Erie	265	Port Colborne	517
Fort Frances	273	Prescott	682
Fort William	1,265	Renfrew	552
Galt	1,255	St. Catharines	4,220
Gananoque	187	St. Thomas	279
Goderich	661	Sarnia	1,684
Guelph	1,490	Sault Ste. Marie	2,223
Hamilton	7,801	Simcoe	359
Hawkesbury	378	Smiths Falls	543
Kapuskasing	836	Stratford	484
Kenora	927	Sturgeon Falls	823
Kingston	1,709	Sudbury	2,132
Kirkland Lake	609	Tillsonburg	639
Kitchener	1,089	Timmins	1,895
Leamington	467	Toronto Metro	27,102
Lindsay	687	Trenton	847
Listowel	447	Walkerton	606
London	4,946	Wallaceburg	366
Midland	929	Welland	2,340
Napanee	801	Windsor	5,642
New Liskeard	633	Woodstock	667
Newmarket	951		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, July, 1969.*

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

August 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients Without employment seeking full-time employment.
	No.		No.
Arnprior	312	Niagara Falls	1,147
Barrie	953	North Bay	1,327
Belleville	1,309	Oakville	1,047
Bracebridge	273	Orillia	641
Brampton	1,248	Oshawa	2,622
Brantford	1,073	Ottawa	3,244
Brockville	421	Owen Sound	901
Carleton Place	173	Parry Sound	177
Chatham	2,700	Pembroke	1,029
Cobourg	1,143	Perth	200
Collingwood	470	Peterborough	2,471
Cornwall	1,806	Picton	126
Elliot Lake	471	Port Arthur	2,013
Fort Erie	251	Port Colborne	311
Fort Frances	236	Prescott	464
Fort William	1,256	Renfrew	328
Galt	1,052	St. Catharines	4,269
Gananoque	148	St. Thomas	3,832
Goderich	381	Sarnia	957
Guelph	1,011	Sault Ste. Marie	2,802
Hamilton	8,780	Simcoe	257
Hawkesbury	458	Smiths Falls	457
Kapuskasing	840	Stratford	364
Kenora	924	Sturgeon Falls	822
Kingston	1,952	Sudbury	2,390
Kirkland Lake	625	Tillsonburg	401
Kitchener	1,315	Timmins	1,885
Leamington	268	Toronto Metro	17,967
Lindsay	545	Trenton	573
Listowel	414	Walkerton	460
London	3,749	Wallaceburg	332
Midland	640	Welland	2,301
Napanee	547	Windsor	5,859
New Liskeard	683	Woodstock	402
Newmarket	574		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, August, 1969.*

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	100 King Street East	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	196
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 75 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)432-6793
Sarnia	P.O. Box 184, Federal Building	(519)337-5571
Windsor	441 University Avenue, West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon River	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104



ONTARIO

Manpower Review

SEPTEMBER-OCTOBER 1969

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Government of Canada
Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

September-October 1969

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario, Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Box 23, Toronto Dominion Centre, Toronto 111, Ontario.

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LABOUR MARKET INDICATORS CANADA AND ONTARIO			
DESCRIPTION	DATE	CANADA	ONTARIO
Population	July 1969 July 1968	21,089,000 20,772,000	7,467,000 7,321,000
Immigration II (all immigrants)	Jan.-Aug. 1969 Jan.-Aug. 1968	104,634 120,821	55,551 63,191
Immigration II (immigrants directly into labour force)	Jan.-Aug. 1969 Jan.-Aug. 1968	55,278 62,525	29,788 32,753
Labour Force	Sept. 1969 Sept. 1968	8,126,000 7,971,000	3,002,000 2,932,000
Employment	Sept. 1969 Sept. 1968	7,847,000 7,709,000	2,934,000 2,859,000
Unemployment	Sept. 1969 Sept. 1968	279,000 262,000	68,000 73,000
Unemployment Rate (as a % of Labour Force)	Sept. 1969 Sept. 1968	3.4 3.3	2.3 2.5
Av. Weekly Wages & Salaries (industrial composite)	Aug. 1969 Aug. 1968	119.15 110.95	122.80 114.82
Av. Hourly Earnings (in manufacturing)	Aug. 1969 Aug. 1968	2.78 2.59	2.93 2.73
Av. Hours Worked Per Week (in manufacturing)	Aug. 1969 Aug. 1968	40.2 40.4	40.0 40.4
Monthly Housing Starts (urban areas)	Aug. 1969 Aug. 1968	16,227 14,471	6,773 6,586
Total Housing Starts (urban areas)	Jan.-Aug. 1969 Jan.-Aug. 1968	116,384 99,670	47,048 44,474

Major Developments

Monetary and fiscal policies aimed at moderating inflationary trends have continued in the September–October period, although as yet they have not produced noticeable effects in the Ontario labour market. An assessment at this time of the effects of these policies is complicated by major work-stoppages in recent months, the ambiguous nature of evidence on the effects of anti-inflationary policies in the United States, and the absence of indications which would suggest an actual check to the expectations of continuing inflation psychology. Between August and September the labour force declined by 137,000 to 3,002,000. Employment dropped by 122,000 from August to September, and may be explained, in part, by the return to school of students temporarily employed during the summer. The seasonally-adjusted unemployment rate for Ontario showed no change in September from the 3.1 per cent recorded in August, but was lower than the 3.4 per cent recorded in September of 1968.

During the September–October period, the labour market reflected generally favourable economic conditions. Good crops provided ample opportunities for the employment of local as well as Caribbean workers in fall harvesting operations. Employment levels in construction remain high despite some slowdown in the residential sector and some postponement of commercial and institutional projects. In manufacturing, a seasonal high in production activity generated shortages in a wide range of occupations in several industry groups. The primary metals sector did, however, experience extensive work stoppages involving some 40,000 employees, which resulted in losses of production while bringing about some stoppages in dependent industries. The retail and service sectors, generally buoyant, experienced slackness in some resort areas with the end of the tourist season. However, pre-Christmas activity is again expected to be high, generating, as before, shortages of suitable labour.

Agricultural activity was at its seasonal high in the period under review with considerable employment increases in response to favourable grain and tobacco crops. Grape, apple and pear harvesting in mid-September was assisted by the movement of transient workers from tobacco fields and by the casual employment of workers on strike at the Stelco plant at Hamilton and the Inco plant at Port Colborne.

Construction generally at a high level throughout the Province despite labour disputes and effects of anti-inflationary policies, has generated employment for a high proportion of skilled workers and has resulted in shortages in certain areas. Shortages in the Toronto, Ottawa and Eastern Ontario and Central Districts have been reported for sheet metal workers, carpenters, bricklayers, plasterers, electricians and painters. Despite generally buoyant conditions, some moderation has been observed in the residential sector which has experienced a period of decline since March as a result in part of a general shortage of mortgage funds and unprecedented high interest rates in the order of 10 to 10.5 per cent. The Central Mortgage and Housing Corporation reported starts in urban Ontario in August at the annual rate of 62,200 compared with 66,500 in August last year. Despite a generally high level of activity, some postponement of institutional and civil engineering projects may also have taken place. The full impact of a construction slowdown

has not yet been felt in the employment situation although there has been some softening in the demand, for example, of structural tradesmen. While the delay of some contracts earlier this year due to labour disputes may lead to more sustained operations into the winter, the usual slowdown in activity is expected.

New contracts announced include the construction of a \$50 million office-hotel-retail complex in Toronto, a \$1.2 million hospital at Petawawa, a \$3.4 million apartment complex at Kingston, a \$600 million medical-science complex at Queen's University, Kingston, and a \$4.1 million services building at the Canada Centre for Inland Waters in Burlington.

Generally high levels of production in the manufacturing sector have generated strong demand for labour, particularly in the machine, metal fabricating and electrical products manufacturing trades. Expansions, particularly in the light manufacturing sector, have generated additional shortages of skilled labour. The generally buoyant conditions have, however, been accompanied by major work stoppages in the primary metals sector as well as by some localized lay-offs due to unfavourable business conditions and relocation of operations.

Strikes involving about 40,000 workers at the Steel Company of Canada Limited, Algoma Steel, International Nickel Company of Canada and Falconbridge Nickel accounted for sizeable losses in production. Despite pre-strike hedging against shortages of both steel and nickel, related industries, including Mannesmann Tube Company Limited at Sault Ste. Marie, Page Hersey Tubes and Camrose Tubes, the latter two being divisions of Stelco, were affected. Settlement of these disputes brought to Stelco workers the highest wage rates for steelworkers in North America. While work is returning to normal in the firms involved, phasing out of operations over the next eight to nine months has been announced by Ranabie Mines of Ranabie, Ontario, expected to affect some 170 men. An additional 172 workers will become redundant with the closure by July 1970 of Pronto Mines at Elliot Lake.

Despite forecasts of moderation in demand for consumer durables as a result of tight money and high interest rates, car sales since the introduction of the 1970 models reflects some improvement over last year. Production and employment levels have been high with total vehicle production as of October 25 at 1,084,013 as compared with 913,554 at the same time last year. Related industries, particularly metal fabricating, machine, motor vehicle parts and accessories and electrical products manufacturing have been highly active. The rapid growth of this sector has led to a generally high demand for labour with shortages in an extensive range of occupations including mechanical engineers, senior and junior mechanical draftsmen, skilled and semi-skilled machinists, machine operators, set-up men and tool and die makers.

Manufacturing of harvesting machinery, at a slower pace, may be related to the glut in the market for western grains. Additional lay-offs have occurred at White Farm Equipment Limited (formerly Cockshutt Industries) affecting some 300 workers, most of them assemblers. Massey Ferguson Limited is also to lay off 250 workers, primarily assemblers, in early November.

Lay-offs are also taking place in the aircraft components manufacturing industry involving Abex Industries of Canada (Aerospace Division) in Waterloo and Fleet Aircraft Manufacturing at Fort Erie. The phasing out operation at Abex Industries is expected to affect 300 workers, most of them milling machine operators, lathe operators and bench hands. Fleet Aircraft is increasing the number on lay-off to 70, primarily assemblers and fitters.

Light manufacturing, at a seasonal high, has generated some replacement demand of labour with the return of students to school. Occupations affected include benchwork and assembly operations. The textile industry, particularly buoyant in the East District, is expected to continue to support a high level of employment as numerous firms begin production over the course of the next year. In contrast, Courtaulds Limited, of Cornwall, is to phase out production of its continuous filament rayon yarn and spinning operations between November 1, 1969, and February 1, 1970. The operation will affect about 650 employees, some of whom may be accommodated in other parts of the firm's operations. In Toronto, despite the perceptive levelling off of demand for labour from the garment industry, qualified sewing machine operators and cutters have been in very short supply and as have female material handlers and packers.

In other sectors of light manufacturing, Canadian Breweries Limited will close its O'Keefe Brewery at Ottawa and will centralize production at Etobicoke. The decision will affect 124 workers of the Ottawa operation. With the exception of Weldwood (Canada) Limited in Woodstock, where a further indefinite lay-off of 200 employees has occurred, most woodworking and furniture manufacturing plants are at or near full capacity employment. In the Central District, woodworking plants are experiencing difficulty in getting cabinet makers and woodworking machining operators — a situation which is expected to continue.

New developments announced in the manufacturing sector include expansions as well as beginning of operations of firms in several parts of the Province. Domtar Construction Materials Limited will begin construction early in 1970 of a \$5.6 million Arborite plant in Vaughan Township, just north of Toronto. When production begins in 1971, the plant will employ about 200 people. Geophysics Services, Division of Texas Instruments Inc., Richmond Hill, envisages a 50-75 per cent increase in the number of employees over the next 12-24 months as a part of a general increase in staff from 350 to 1,000 by 1975. In the Central District highlights include the announcement of a \$1 million expansion of Duplate Canada Limited at Oshawa and the construction of a plant near Parry Sound by the Glaverbel Glass Company. Production at the new plant is to begin in 1971 with the work force ultimately reaching 250. Canadian Liquid Air at Hamilton is also undertaking a \$5 million expansion which, due to its high level of automation, is not expected to result in significant changes in the number of the company's employees.

Activity in the retail sector is generally high although some seasonal moderation has occurred in resort areas with the end of the tourist season. The seasonal return of students to school has also resulted in some replacement demand. The shortage of suitable sales personnel continues along with high levels of demand. Shortages are expected to become increasingly acute, in most retail occupations, with the approach of the Christmas season.

The service sector has experienced some seasonal moderation in the demand for labour although in some occupations demand is still high. Hiring activity is attributable, in part, to replacement of students although the continued growth of this sector is expected to generate steadily rising demand for workers.

Demand in the clerical occupations remains high, especially for skilled office help. A high level of demand also exists in specialized professional fields.

OCCUPATIONAL SHORTAGE – ONTARIO OCTOBER 1969 As Reported by Canada Manpower Centres		
STRONG	MODERATE	LIGHT
Patrolman General Maid Insurance Salesman Waiter	Automobile Mechanic Tool & Die Maker Secretary Machinist Stenographer General Salesman Nursemaid Typist Sewing Machine Operator (Garment) Manager Trainee General Duty Nurse Housekeeper	House-to-House Salesman Automobile Tire Builder Sewing Machine Operator (Other than Garment) Transcribing Machine Operator Milling Machine Set-up Operator Bricklayer Woodworking Machine Operator Baker Miner Cabinetmaker Hairstylist Auto Body Repairman Mechanical Engineer Legal Secretary Maintenance Mechanic
<div> Light –25–50 Shortages Moderate –51–100 Shortages Strong –over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Regional Tabulation of Occupational Shortages Reports.

Occupational Shortages—Ontario

Reports from Canada Manpower Centres indicate that there were 31 occupations showing shortages of 25 or more in October, 1969. Of the total, 4 were classified as strong, 12 as moderate, and 15 as light.

Compared with October, 1968, the number of occupations showing 25 or more shortages remained relatively unchanged. However, there was a much stronger concentration in the moderate category in the October, 1969 survey.

Several notable changes occurred between the September and October surveys this year. There was a pronounced drop in the number of reported shortages for miners and company labourers. The main decline in the demand for these occupations occurred in Sudbury as a result of industrial disputes affecting the mining industry. The shortages of automobile mechanics dropped from the heavy category in September to the moderate category in October. However, demand is still high and widespread throughout the region. Tool-and-die makers followed the same pattern as automobile mechanics but in this case demand is more concentrated geographically with a large number of shortages occurring in Weston.

The demand for patrolmen remained quite high throughout September and October, representing a considerable increase over August. By far the largest number of shortages occurred in Toronto.

The number of shortages reported for registered nurses has shown a substantial decline over the past year. In October, 1968, the unsatisfied demand was very high with larger centres, notably Toronto, contributing heavily to the total. Since February, 1969, no shortages have been reported in Toronto. The shortages reported from other centres have declined with the result being that the October, 1969, survey showed the smallest number of shortages in this occupation for many months.

Occupations reported in shortage in the last issue of the Review which have since been deleted from the list are arc welders, key punch operators, electronic assemblers, stationary engineers, turret lathe set-up operators and cooks. New additions to the list since August include woodworking machine operators, housekeepers, nursemaids, auto tire builders, bricklayers and house-to-house salesmen.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
AUGUST 1968 AND 1969**

	Employment Indexes 1961=100		Average Weekly Wages and Salaries	
	August 1969	August 1968	August 1969	August 1968
			\$	\$
Eastern Ontario				
Belleville	127.4	120.3	103.48	94.64
Brockville	130.0	129.7	115.49	107.25
Cornwall	140.4	135.4	113.33	109.88
Ottawa-Hull	142.1	132.5	113.03	104.97
Central Ontario				
Brampton	285.3	259.3	121.46	114.01
Oshawa	146.8	118.4	138.83	131.89
Peterborough	142.3	128.9	121.91	114.16
Toronto	135.4	129.8	124.81	115.52
Hamilton	108.3	122.5	122.46	119.23
Niagara Peninsula- Kitchener Area				
Brantford	145.6	135.2	108.74	106.59
Guelph	143.7	140.0	111.03	105.63
Kitchener	157.2	147.7	109.93	103.41
Niagara Falls	125.5	117.9	108.95	103.60
St. Catharines	145.8	136.5	132.52	122.72
Welland	99.4	107.3	144.24	130.30
Southwestern Ontario				
Chatham	142.4	128.4	122.20	110.73
London	126.1	122.7	115.42	107.80
St. Thomas	215.1	174.4	132.37	99.93
Sarnia	147.8	143.2	154.91	149.43
Stratford	154.6	140.8	106.33	98.03
Windsor	158.1	153.0	141.77	131.16
Woodstock	162.2	151.8	110.60	102.94
Northern Ontario				
Fort William-Port Arthur	127.9	118.8	118.30	104.68
North Bay	122.1	118.4	116.59	111.32
Sault Ste. Marie	70.5	123.7	127.00	124.64
Sudbury	64.0	116.1	131.87	135.89
Timmins	74.4	76.0	107.06	101.25
Ontario	131.2	128.6	122.80	114.82

Source: D.B.S., *Employment and Average Weekly Wages and Salaries, August 1969*.
The Queen's Printer, Ottawa.

Area and Industry Developments

SEPTEMBER—OCTOBER 1969

OTTAWA AND EASTERN ONTARIO

Employment continued to expand during August and September despite substantial cutbacks in hiring by the public service sector. The main sources of increased employment were construction and manufacturing. Phillips Cable Limited in Brockville is affected by an industrial dispute occurring outside the district. Due to a shortage of copper because of the strike at INCO in Sudbury, the Company has had to reduce production, and has laid off 110 men.

In agriculture there was the usual harvest-time shortage of casual pickers in spite of the increased number of Jamaican harvest hands brought in this year. Farmers report that the program has proved very successful and would like it continued on an expanded basis next year.

The construction industry is operating at near capacity in most of the district. However, conditions tend to be less buoyant in the housebuilding sector, especially in Ottawa where the shortage of mortgage funds is adversely affecting housing starts. Manpower shortages, in descending order of severity, have been reported for sheet metal workers, carpenters, plumbers, electricians and painters. There are no major construction manpower surpluses except for some light unemployment among general labourers. At present there are no strikes in the district construction industry, a significant improvement over the situation earlier this year. The outlook for the next twelve months is generally favourable as several major new contracts have been let, including a \$1,150,000 hospital for Petawawa; a \$3-4 million apartment complex in Kingston; and a \$600 million medical-science complex at Queen's University in Kingston.

Manufacturing was generally strong, especially in the metal fabrication and electrical apparatus industries. For example, Royalite Metal Furniture Limited, Smiths Falls, is expanding its operation creating 40 new jobs upon completion of the building and a further 60 jobs within five years. Most of these jobs will be in the semi-skilled to unskilled factory worker category.

On the other hand, Canadian Breweries Limited has announced that it will close its Ottawa O'Keefe Brewery and will centralize production in its modern plant in Etobicoke. This decision will affect ten office and administration employees and 114 plant workers. The options open to these employees, who have an average age of 45 and an average of 15 years' seniority, include moving to the Etobicoke plant with the company's assistance where upwards of 75 jobs will be available to them. For the men who do not wish to leave Ottawa, the company is offering reduced penalties for early retirement, a guaranteed wage plan and severance pay. Employees of Canadian Breweries Transport Limited are also affected. Twenty drivers and mechanics, a dispatcher and a manager are involved. The Company is making substantially the same offer to these men, and, in both cases, the Ottawa-Hull Canada

Manpower Centres are rendering assistance to employees who wish to secure alternative employment locally.

In Eastern Ontario, the important textile industry is expanding. At present, employment is strong throughout the area, with one major exception. In Cornwall, Courtaulds Limited has announced it is to phase out production of its continuous filament rayon yarn and spinning operations, beginning November 1, 1969. When the phasing out programme is completed on February 1, 1970, approximately 650 employees will have been affected. The company is attempting to find alternative employment internally for as many as possible of those affected. To facilitate this intra-company shift, the company, together with the Department of Manpower and Immigration, has undertaken a training-in-industry programme to retrain employees for other company positions. Nevertheless, an unspecified number of employees will still have to leave the company. Elsewhere in the industry the employment outlook is expected to remain favourable, with a number of new entrants such as Millcraft Corporation, Kingston; H. D. Lee Limited, Napanee; Canadian Lady Canadelle and Knitted Outerwear Limited, Hawkesbury, manning-up during the next twelve months.

In the public sector, specific effects of the federal government hiring and budgetary freeze cannot yet be evaluated. Information released by a number of departments, has not indicated how many of those affected are in the Ottawa-Hull area. The Treasury Board has, however, released guidelines for the implementation of staff reduction, indicating, in general, that those permanent employees aged 60 and over, as well as casual staff, would be the first affected.

A further development in the public sector, which could affect the Ottawa-Hull area, is a reported tendency to decentralise federal government departments outside the National Capital area. For example, consideration is being given to relocating the Canadian Mint on the Prairies and to breaking up the Passport Office into regional branch offices. The first effects of this trend have already caused postponement of the \$8 million Forestry Laboratory building, which had been scheduled to be located in Hull. As no firm policy has yet been announced, no further implications can be drawn at this time.

CENTRAL ONTARIO

Employment activity increased slightly during the months of September and October. The labour force remained relatively constant as married women replaced the students in the market with the resumption of the school year. Manufacturing firms resumed normal production and layoffs were generally considered to be for a very short duration.

Agricultural employment increased significantly during September due to successful grain and tobacco harvests. This year's excellent tobacco harvests were completed in all areas by the end of September. Often the tobacco workers were retained in the area to help pick bumper apple crops. Apple growers in Clarksburg, Thornbury and Meaford areas hired 368 Caribbean apple pickers, some for the third successive season. Dry September weather also enabled farmers to harvest good barley, oats, corn, tomatoes and potato crops. In Lindsay, cattle farmers continue to enjoy favourable market conditions owing to steady beef prices.

Most sectors of manufacturing industry continued to operate at or near full capacity levels, with shortages of labour reported over a range of skilled trades. Woodworking plants in particular have reported difficulties in recruiting cabinet

makers and wood-working machine operators throughout the Georgian Bay region for the past six months. Increased activity in the industry suggests the shortage will continue; Amerock Limited, of Meaford is to build a 21,000 sq. ft. extension in response to increased demand from foreign and domestic markets, and Curtis Products Limited of Cobourg has been hiring to replace workers who left the company permanently during a recently-terminated strike.

In metal products manufacturing, be it either the machinery trades or fabricating trades, there is a shortage of experienced semi-skilled and skilled labour. The occupations in greatest demand are experienced set-up operators in the brake, shear and roll-forming areas, tool and die makers, heat treaters, and machinists.

Conditions for manufacturers of electrical products have varied from one firm to another. Canadian General Electric Company in Peterborough has stabilized its employment pattern after two years of lay-offs. Sixty new employees were hired in September, bringing the total work force to 4,871, with no lay-offs foreseen. Northern Electric Company Limited, Bramalea, manufacturers of electronic communication equipment, hired approximately 300 production workers to fill vacancies caused mainly by attrition. In Midland, 400 employees of R.C.A. Victor are still on strike. T.R.W. Limited of Collingwood laid off 100 women on its tuner line because of rising production costs and increasing competition from abroad.

Other manufacturing developments include the rapid growth of Outboard Marine Corporation of Peterborough, which started a third shift of 250 new employees in early September for the production of snow cruisers. The employment situation in Collingwood has rapidly deteriorated because of continuing lay-offs at the shipyards; employment is falling from a peak of 900 and will continue to do so until only a small caretaker staff of 150 will remain. As of October 8, 1969, 314 workers were still employed. The occupations most affected are welders, electricians, joiners and carpenters, plate fitters and erectors, machinists, pipe fitters and plumbers, and painters. Any hope of improvement in the employment situation lies in the awarding of contracts by either private industry or the government. However, as most Ontario shipyards are afflicted with the same problem, it will probably be some time before this industry can regain its former level of activity.

In the automotive industry, General Motors, with a present staff of 11,779 hourly-rated and 3,458 salaried employees, manufactured 9,636 vehicles during the week ending October 18, 1969, and a cumulative total of 386,739 as compared to 296,237 for the same period in 1968. American Motors of Brampton produced 768 cars during the week ending October 18, 1969, bringing the cumulative total to 28,784 down from 31,947 for the same period in 1968. As usual, the feeder industries have grown with the auto industry. Goodyear Tire and Rubber Company in Owen Sound have hired 66 additional workers in order to meet their production quota for 1970 model cars.

Fortunately, strikes at INCO, Falconbridge Nickel, Algoma Steel and Stelco have had only a limited effect on industrial employment in Central Ontario. DeLaval Company of Peterborough, manufacturers of dairy equipment, was affected by the steel strike and laid off 32 employees. Greening Wire Company of Midland, manufacturer of wire rope, was affected by both the INCO and Otis Elevator strikes and has laid off some workers.

A number of new industrial developments have been announced for Central Ontario. At Oshawa, Duplate Canada Limited has announced plans for a \$1 million

plant expansion. Glaverbel Glass Company plans to construct a plant near Parry Sound in the spring of 1970. It is expected to be in production by the spring of 1971, and will have an ultimate work force of about 250. In Cobourg, Winchester Western Limited has started construction of a new 86,000 square foot office and factory building and hopes to be in production by February, 1970. Marbon Chemical Limited plans to build a 17,500 square foot plant expansion in Cobourg, which will result in an increase of 50 workers over the next five years. Although construction of the new Pyramid Homes Limited factory has been delayed because of the steel shortage, the Company expects to be in production by mid-January, 1970, with an initial labour force of 40 males and 60 females. Many of these people will probably be drawn from those left unemployed by the closing of Canadian Forces Station at Cobourg.

The Township of Pickering continues to boom. Industrial expansion totalling more than \$5.5 million and creating more than 500 jobs has been announced during the first eight months of 1969. The firms involved are — Horn Elevator Limited, Convexco Limited, Supreme Aluminum Industries, Scott Laboratories Limited, Guy-Chart Tools Limited, Marb-O-Matic Limited, Holland Drive Developments Limited, and Harvey Hubble of Canada, manufacturers of electrical switch gears for heavy industry.

Construction continues to boom in a number of centres, particularly the Oshawa-Pickering area. In Markdale a \$96,000 project for Senior Citizens apartments has been initiated and in Owen Sound construction has started on a \$1 million office building for Co-operators Insurance Association. Work on the new heavy water plant at Douglas Point has been interrupted by a strike by Teamsters against Lummus Company of Canada on September 17, 1969, but the Ontario Hydro part of the site has only been affected intermittently.

In Peterborough there has been a revival of construction activity, mostly by non-union contractors, after a slow summer. The value of building permits issued in Peterborough for September, 1969, was \$719,858 compared to \$384,229 in September, 1968. Throughout the area as a whole shortages of skilled construction tradesmen have become less acute, although there is still strong demand for carpenters, bricklayers and painters.

In the service sectors, the seasonal demand for waitresses and cooks, principally from the tourist industry, has now lessened, although these occupations are still in shortage in a number of centres. The tourist industry enjoyed a prosperous season, and one major operator, Hidden Valley Resorts Limited, has announced a large expansion project. This Muskoka ski and resort complex on Peninsula Lake near Huntsville experienced an excellent 1969 season, and is now to become an all-season hotel resort by early 1970.

NIAGARA PENINSULA — KITCHENER AREA

The level of industrial activity was fairly high during September and October as most firms resumed normal production schedules following the summer slowdown. With the exception of Port Colborne, the area continued to remain fairly untroubled by any serious labour disputes. In agriculture and food processing, the normal seasonal pattern continued with a high level of activity expected to continue until the year-end. By the end of September the usual slowdown in tourism was evident, with an accompanying decline in employment activity in resort areas. Much of the hiring activity throughout the area in early September was attributed to employers seeking replacements for students.

In the Niagara Peninsula, the grape, apple and pear harvest got under way by mid-September. The shortage of harvest hands was alleviated by the movement of transient workers from the tobacco fields. Considerable use was also made of workers on strike at the STELCO Plant in Hamilton and the INCO Plant in Port Colborne. In the Niagara Peninsula the local peach pack was completed by early October and was followed into late November by the processing of pears.

In the manufacturing sector, the primary metals industry was adversely affected by the INCO strike at Port Colborne, affecting 1,600 workers. The resultant shortage of nickel is reportedly a matter of growing concern to some firms. However, in most other industries, production and employment levels are now high, particularly electrical products and motor vehicle parts and accessories. The Ford vehicle assembly plant in Oakville is now well under way with 1970 model production. In metal fabricating, employment levels are generally high but these conditions do not prevail throughout the industry. In Welland there were lay-offs by two steel fabricators. Over 100 employees, mostly labourers, were laid off at Page Hersey Tubes Limited, a division of Stelco. The cut-back in production was attributed to the shortage of steel caused by the labour dispute at Stelco in Hamilton. The firm of Camrose Tubes Limited, also a division of Stelco, has been gradually laying off most of its 200 or so workers, many of whom are welders. However, this lay-off is a seasonal event and production is expected to resume within a few months. Although some concern was voiced during October by other firms with regard to the scarcity of steel, no widespread significant shortage emerged and there were very few instances of lay-offs.

For industries such as agricultural harvesting machinery and aircraft components, the conditions are less favourable. In the former industry, both of the area's major plants in Brantford continue to operate at reduced levels of employment as a result of the grain problems in the west. In addition to reductions in employment earlier this year, White Farm Equipment Limited (formerly Cockshutt Industries) laid off 300, mostly assemblers, in October, and Massey-Ferguson Limited is to lay off 250, also mostly assemblers, in early November. At the time of going to press, no recall date had been announced by either company. In the case of aircraft components, Abex Industries of Canada Limited (Aerospace Division) in Waterloo announced it will phase out operations before Christmas and consolidate production at Montreal. The reason given for this rationalization of the firm's plants is the decline in the volume of business. The company employs 300 in Waterloo – mostly milling machine operators, lathe operators and bench hands.

In Fort Erie, Fleet Aircraft Manufacturing has increased the number of workers on lay-off to 70, mostly assemblers and fitters for whom there is little in the way of alternative employment locally. Again a decrease in contracts appears to be a significant factor.

Elsewhere in the manufacturing sector, employment levels remain generally buoyant. In the furniture industry, activity remains very high with a shortage of skilled and semi-skilled workers. In the leather, clothing and textile industries, demand for labour is currently strong especially in the northern part of the area where there have been modest increases in employment. However, instances are reported of lay-offs in knitwear manufacturing, allegedly due to an influx of imports.

Construction remains generally busy, particularly in the northern part of the area, with shortages in Kitchener of carpenters, plasterers, painters, bricklayers and

labourers. However, the effects of tight money conditions are causing some contractors, particularly the smaller ones, to view the future somewhat pessimistically, and thus some reduction in current high levels of employment seems possible. In the Niagara Peninsula, ideal excavating conditions have prevailed due to continued dry weather, and projects on the Welland Canal Relocation are ahead of schedule in many cases.

In September there was an increase in hiring by retailers to replace students. Retail sales levels appear good, with the exception of Port Colborne which is depressed by the INCO strike. The development and expansion of large retail outlets continue, creating flurries of demand on local labour markets for sales clerks. In Oakville, in addition to the current opening of Towers and Food City in the Marchland Plaza, K-Mart is expanding in the Hopedale Plaza.

In the service sector, the resumption of classes in universities and colleges resulted in a noticeable increase in demand from these institutions for workers in service occupations such as cooks and waitresses. The gradual expansion of the restaurant trade throughout the district generally is also enhancing demand, and shortages are apparent in hospitality industry occupations. In Niagara Falls, the tourist trade started its normal downward trend in early September; however, the decline was not sharp on account of the continued good weather.

TORONTO METRO

The employment situation in Metropolitan Toronto is characterized by numerous vacancies and limited numbers of suitable applicants across a wide range of occupations, despite the return to the labour force of many married women with the autumn re-opening of schools. In general, the demand for labour intensified with the return to school of students employed over the summer, and seasonal pressure on consumer goods and services. The settlement of labour disputes, particularly in the steel and construction industries, should enable production to proceed smoothly, alleviating the bottlenecks caused earlier in the year by such interruptions, and thereby maintaining the demand for labour throughout the winter months, particularly in construction and heavy manufacturing. The duration of the present expansive trend will depend in part upon the impact of anti-inflationary measures initiated by the Federal Government.

In the manufacturing sector, light industry has experienced its usual seasonal increase in activity in response to autumn school and pre-Christmas demand for consumer goods. Shortages of skilled machine shop and press shop workers persist, and students' return to school has precipitated a definite increase in demand for benchworkers in the woodworking and electrical assembly groups. Painters and upholsterers are in moderate demand over a considerable salary and skill range. There is a shortage of skilled clients available for machine setup and operation, foundry work, moulding, auto-mechanics and the plastic industry, but the persistent demand for tool and die makers has declined somewhat. Although there has been a perceptible levelling off in demand for labour from the garment trade, the demand for qualified sewing machine operators and cutters has been continuous and severe, as has that for female material handlers and packers. There is no general shortage of unskilled help.

A number of important new manufacturing projects have been announced in the Toronto area. Domtar Construction Materials Limited, a wholly-owned subsidiary of Domtar Limited of Montreal, expects to begin construction early next year of a

\$5.6 million Arborite plant in Vaughan Township, just north of Metropolitan Toronto. When the building is completed early in 1971, Domtar, a principal manufacturer in the Canadian plastic laminate industry, will employ 200 persons.

Geophysics Services, Division of Texas Instruments Inc., Richmond Hill, envisages new or enlarged premises in six to 12 months, accompanied by a 50-75 percent increase in employees over the next 12-24 months. By 1975, the firm expects to have expanded its staff from 350 to 1,000 persons.

W. Ralson Company (Canada) Limited, a division of Canadian Technical Tape Limited, is erecting a plant in Bramalea due to begin production January, 1970. A working force of 75 will be employed in the production of polyethylene tubing and film.

There has been a recent decline in new construction work in Metropolitan Toronto which has yet to be reflected in the employment situation. According to Toronto Real Estate Board figures, the value of building permits issued in August was \$62,605,070, down more than \$35 million from a year earlier. The cumulative value of permits granted over the first eight months of 1969, at \$459,737,532, is down \$30,725,551, from the previous year but still ahead of the comparable 1967 total of \$350,699,094 and the 1966 total of \$393,333,255. It is uncertain whether this marks the beginning of a new downward trend, and whether it resulted from strikes, lockouts, expensive settlements, tight money and high interest rates, government restraint, or a combination of any or all of these. All available skilled workers are currently employed, and shortages exist in the structural occupations, particularly of welder-fitters working in structural steel. Carpenters and cabinetmakers are in demand as well, and it seems possible that the delays caused by spring and summer labour disputes will inflate autumn and winter activity resulting in more continuous employment in the construction industry this winter.

Construction is to begin in spring 1970 on a \$50 million office-apartment-hotel-retailing complex to be located on the northeast corner of the intersection of Bloor and Yonge Streets. Backed by European capital, it will comprise a 30-storey office tower and a 36-storey apartment-hotel.

Wholesale trade is brisk in the pre-Christmas season, with recurrent shortages of steady warehouse help, material handlers, and stock clerks. Retail trade is normally busy, with seasonal demand in the seamstress trades and a significant shortage of suitable sales personnel, which is expected to become more severe as Christmas approaches. The demand for insurance and real estate salesmen continues unabated, with few applicants willing to work on a commission basis.

In the transportation industry a steady demand exists for heavy hauling and light truck drivers over 25 years of age with good driving records. Trackmen have been hired in fairly large numbers by the C.P.R.

The service industry is experiencing a seasonal upswing with demand intensifying for locally chronic shortage occupations in the dry cleaning and laundry industry (particularly shirt and machine pressers), hair stylists and cosmeticians, charwomen, maids general, nursemaids and companions. There are shortages of skilled and unskilled workers throughout the catering industry; cooks, kitchen workers, waitresses, cafeteria help are all unavailable, partly as a result of the unattractive wages and employment conditions attendant to these occupations. Porters and couples for apartment janitorial service are similarly in short supply.

The clerical occupations show no decline in demand for the skilled categories. There is a permanent shortage of skilled office help, ranging from secretaries, typists and accounting clerks through to bookkeeping machine operators. However, clerks for both permanent and temporary employment have been in plentiful supply, with 225 clerks placed with OHSIP and a minimum of 4,200 poll clerks required for one day only to assist in Toronto's forthcoming municipal election.

The administrative, technical and professional area is marked by a shortage of specialized engineering and technical personnel: experienced electrical draftsmen, qualified industrial engineers with time-study know-how, mechanical engineers and technicians, civil engineers with Canadian experience or new Canadians eligible for association registration, mining engineers, and geologists. For less specialized clients, there is insufficient demand; this is especially applicable to recent B.A. graduates.

HAMILTON METRO

With the October 19 ratification of a contract by 11,500 members of United Steel Workers' Local 1005, The Steel Company of Canada began the two-week process of returning to normal production levels. The 80-day strike, which involved 14,500 local steelworkers, produced a serious toll on the local economy; in addition to the \$20 million loss in steelworkers' wages, the \$11 million loss in company profits, and the 900,000 ton loss in steel output which resulted from the strike, retail and real estate sales fell significantly, while the activity of other local firms, for whom Stelco was a main customer, declined drastically. Both layoffs and postponed hirings occurred in these sectors, adding to the overall impact of the strike.

The settlement provided the largest Canadian industrial wage increases of 1969, and makes Stelco employees, for the present, the highest-paid steelworkers in North America. In particular, the contract gives the lowest-paid Stelco steelworkers an 81¢ an hour wage increase by 1 August, 1971, while granting the top job class an increase of \$1.22 an hour at the same time — figures which do not include additional fringe benefits.

In other sectors of the economy, following a normally quiet summer in which many firms' vacation shutdowns reduced both production and employment activity, the months of September and October brought a seasonal improvement in business conditions. However, labour disputes and monetary tightness continued to exercise restraint on the overall level of activity, seriously affecting several sectors in particular, notably primary metals, construction and real estate.

Later-than-usual ripening of this year's peach crop meant that demand for harvesting and cannery workers occurred later in September than is normal, and precluded extensive use of student labour. However, many steelworkers' wives temporarily entered the labour market in this period, with the result that the supply of female cannery help was relatively plentiful. Local cannery reacted positively to the situation by hiring in far greater numbers than usual so that more production lines could be operated simultaneously, thus minimizing losses due to turnover. Accordingly, at the Hamilton CMC the number of cannery vacancies notified this season was nearly triple the number registered in the same period last year.

Increased postal rates are apparently having production and employment effects on a number of local printers. Those firms specializing in advertising leaflets and other items sent through the mail have been particularly affected, since the

reactions of their customers to the postage rate increase have been to reduce (in both size and frequency) their orders for printed matter, leading to surpluses of pressmen and related workers. On the other hand, printers of materials not affected by postage rates remained active enough to not only absorb this surplus but to create a shortage of experienced pressmen in the Hamilton area — a shortage which could continue into the future if advertisers' publicity budgets are increased in the next fiscal year to offset the greater postal charges which have affected them recently.

In the primary metals industry, a seasonal revival of labour market activity on the part of smaller firms only partially offset the overall dampening effects resulting from the Stelco strike. Although the bulk of small firms' labour demand stemmed from replacement needs, one firm in particular, Freelon Steel Limited, continued a rapid expansion programme in September, which stemmed from large orders the firm received in July. Although October often brings a seasonal decrease in labour demand in this industry, the Stelco strike this year meant that other primary metal firms maintained strong production and hiring levels in October as well.

Local structural metal fabricators and makers of prefabricated steel buildings maintained only moderate levels of activity in September and October, due to the effects of local construction trades disputes. Manpower demand from firms in this industry decreased noticeably during the period under review as the firms postponed staff replacements and additions until after the construction situation becomes more certain.

The major firm in the local agricultural implement industry, International Harvester, recently closed its malleable foundry, with provisions that this work be done by the firm's parent company in the U.S. Employment effects of this action were minimal, however, since staff from this division were rapidly absorbed by the firm's grey iron foundry, which continued normal operations. 1969 has been a year of consolidation for the firm. Following serious labour disputes last year, hirings have been largely restricted to replacing turnover. However, in September and October the firm did recruit turret lathe and other machine operators.

Considerable hirings of plant personnel have occurred this year at National Steel Car, on the strength of large CNR and CPR contracts. Although this has created a potential situation in which a sudden large surplus of welders and assemblers could occur when work on these contracts is completed, the securing of an additional contract from an American railroad company ensures production will continue at a high level. The firm placed further orders for welders and pipefitters in September and October, largely to replace turnover.

Canadian Westinghouse Limited has continued to hire extensively as it develops new product lines and expands its research and development activities. The firm has recruited press operators and assemblers on the local labour market, and electronic and mechanical draftsmen and machinists in the U.K.

Expansion plans to cost \$5 million were recently announced by Canadian Liquid Air Limited, a firm which supplies oxygen and other gases to local manufacturers. The firm plans to double its present capacity to keep pace with expansions planned by some of its large local customers, which include Stelco and several city hospitals. Liquid Air's processes are so highly automated that the plant expansion is not expected to produce significant changes in its present staff of 95. Current production levels are below normal due to work stoppages at two of its main customers, Stelco and Otis Elevator.

In the non-residential construction sector, inactivity due to prolonged labour disputes continued to stall large industrial and institutional projects in the Hamilton area. The striking tradesmen often found work elsewhere in southern Ontario. However, this did not prevent the awarding of some large contracts, including one to Bramalea General Contracting (Peel) Limited, of Bramalea, of a \$4.1 million contract for the services building at the Canada Centre for Inland Waters in Burlington. Site boring tests were carried out on the planned location of Burlington's new lakefront Brant Inn complex, which will include a 40-storey apartment tower and a five-storey hotel.

The immediate future of school construction is uncertain at present, with many architects predicting fiscal restraint on the part of the Provincial Government, and an ensuing lack of new school projects. Nevertheless, plans are in hand for a \$800,000 lecture theatre at McMaster University and a \$150,000 school addition in Caledonia, although a \$625,000 school project in Burlington was recently cancelled. If fiscal restraint does occur in this field, it will prolong the comparative inactivity which has existed in recent months in the offices of local architects.

In contrast to the non-residential field, residential projects maintained a moderate pace in September and October. Residential construction is dominated by non-union contractors, so that construction labour disputes have not had serious effects on activity, although high interest rates are alleged to be causing a decline in the number of housing starts.

Due to the labour disputes, it was residential rather than non-residential projects which resulted in activity in the local construction labour market, as contractors began to push for completion of projects before winter restricts activity. In particular, those trades such as painters, which are commonly employed towards the end of construction projects, were in particularly strong demand in September and October, as overall labour demand in the industry built up towards the expected end-season peak in November.

The trends which prevailed in the residential sector did not apply to the highway, bridge and street construction, in which manpower demand has declined steadily since April. Several small contracts totalling \$800,000 were awarded in this sector in September and October; the only large award was a \$949,300 contract received by Dufferin Materials and Construction Limited of Hamilton for the second stage of the city's Clarmont Access Project. As with the other construction, colder weather is expected to significantly reduce activity.

In September and October, reduced spending levels occasioned by local labour disputes appeared to have widespread effects in retail trade. Even food stores appeared to suffer some decline, although counteracting this was the tendency for freezer-owning households to buy in bulk at this time of year. Accordingly, orders for meat cutters and other food sales staff continued to be placed with Canada Manpower Centres. On the other hand, combined effects of local labour disputes and monetary tightness were apparent in the automobile and large appliance stores; the former, in particular, restricted hirings of additional sales staff, concentrating only on the automobile maintenance and repair occupations. Department and variety stores remained relatively active during the period under review, consistent with their predictions that they would feel the effects of monetary tightness only after the Christmas season.

For the third consecutive month, real estate sales were below 1968 levels in September. Manpower demand in this field declined accordingly, and similar declines occurred among financial institutions, especially for female clerical occupations.

Conditions in the service sector varied from one occupation to another during the period under review. For example, McMaster University showed lower manpower demand than normally, restricting this to clerical staff, while in contrast, engineering firms were very active, seeking numbers of permanent surveying assistants to replace students who had returned to school in September. In addition, very strong demand for housekeepers, nursemaids, waitresses and kitchen helpers produced the highest level of activity in the personal service sector since April, although if past patterns are repeated, orders will decline in November and December.

As noted above, the construction trades labour dispute continued in September and October. During September the lockout imposed in May by the Hamilton Construction Association was removed, the Unions retaliating by declaring a strike. A four-month-old dispute at Otis Elevator Limited, involving 550 steelworkers, ended on September 29 with the signing of a new 30-month agreement. However, on September 15, 59 of Otis' draftsmen had joined the picket lines, and remained on strike, despite the steelworkers' settlement, until October 9, when a contract was ratified. A strike by 80 workers at Canada Crushed and Cut Stone continued into its tenth week, with no signs of settlement.

In conclusion, there are possibilities of two further disputes. To back up their demands for a 13% pay increase from the Hamilton Board of Education, city high school teachers have threatened mass resignations effective January 1, 1970. In another area of the local economy, electronic technicians at Hamilton's Mount Hope Airport may strike in the near future if they disagree with the report of a three-man conciliation board presently meeting in Ottawa. Serious disruptions in airport service would result from such a strike.

SOUTHWESTERN ONTARIO

Seasonal factors, including the withdrawal of students from the labour force and the temporary inflow of labour from other areas, dominated the agricultural, retail trade and service sectors of the district's labour markets. Labour disputes in the steel industry contributed to a deterioration in employment conditions in the construction industry but disputes in the nickel industry have only marginally affected buoyant manufacturing employment.

Despite a secular decline in the number of workers required for harvesting operations as the result of technological advances, manpower requirements for the harvest continue to have a significant seasonal impact. These manpower requirements are satisfied from several sources and include offshore workers from Europe, the Caribbean and the United States, itinerant workers from other areas of Ontario and Quebec, and students, until their return to school. An additional temporary influx of females into the labour market and the attraction of females from lower paying service occupations substantially satisfies the labour requirements of tobacco and food processors and canning factories. Though overall harvesting and processing requirements are essentially met and no immediate severe labour market imbalances have emerged, mechanization particularly of the tobacco harvest, is expected to both simplify these operations and shorten their duration, with a more intensive use of

local labour, reducing the requirement for itinerant and offshore labour. These latter sources, however, are expected to remain a valuable supplement to the local labour supply in the manual harvest of fruits and vegetables, though again their numbers may be reduced by the increasing practice of farmers opening their orchards to the general public to pick their own fruit at reduced prices.

The high seasonal activity in the food processing and canning plants supplements a more sustained upward trend in manufacturing employment. With the new model year well advanced, employment in the major automobile assembly and engine plants has stabilized at a high level, but more specialized production lines and high volume production may result in further employment increases in the near future. Additional employment increases in related metal fabricating, machinery and auto parts manufacturing plants are similarly indicated by further expansions in plant capacities. However, strikes against the major steel and nickel companies coupled with limited domestic supplies of these materials have moderated this general trend. These factors caused local plating firms to initiate temporary staff lay-offs. While secondary textile firms have in general been recruiting labour, 200 employees of the American Motors owned Canadian Fabricated Limited plant in Stratford, which manufactures car upholstery, are on lay-off as the result of auto workers' strikes against the parent company in two U.S. centres. In other sectors of manufacturing, chemical processing plants have increased production staffs and, despite a further indefinite lay-off of 200 employees at the Weldwood (Canada) Limited plant in Woodstock, most woodworking and furniture manufacturing plants are at or near full capacity employment. The balance of the manufacturing industries including plastic, rubber, paper and electrical products firms, are generally maintaining a stable high level of employment.

As a result of the strong labour demand in the manufacturing sector, several labour market imbalances exist. Professional engineers and mechanical engineers, in particular, are in persistent shortage with employers remaining highly selective in their hiring and demanding specific combinations of professional qualifications and experience. Experienced senior draftsmen and again particularly mechanical draftsmen, are likewise in short supply though a surplus of junior draftsmen persists. Plant expansions are also intensifying the shortage of experienced machinists, machine operators and set-up men, tool and die makers, arc welders and automobile assemblers. Journeyman status is generally sought for in the higher skilled machine trades; however, as a result of the degree and extent of the shortage, employers are accepting lower qualifications and providing some apprenticeship training. The need to ameliorate these shortages and satisfy future employer demands illustrates the importance of all facets of training, including institutional, in-industry and apprenticeship courses. The same situation exists, though to a lesser extent, if a current shortage of woodworking machine operators is to be eliminated. A ten week crash course to upgrade the skills of female industrial power sewing machine operators is presently underway in the Windsor area in response to the needs of textile and automotive upholstery plants there.

Despite a favourable level of construction activity earlier this year, there is now evidence of a slowdown and a softening in the demand for structural tradesmen is becoming more apparent. Present demands are spotty and are centred around the Ontario Hydro developments at Nanticoke and Douglas Point, the latter of which was recently affected by a strike involving 550 tradesmen at the site for a period of 15 days. Major industrial projects and lockouts earlier this year in the Windsor area

have created a sufficient backlog of work to generate a moderate demand for tradesmen there, with bricklayers presently in short supply. Though industrial construction is creating some demand, surpluses are reported for almost every construction trade in the balance of the district. The surplus is attributed to the completion of some major projects while new projects have either been abandoned or delayed as the result of a restricted money supply and strikes in the steel industry. These factors together with a seasonal slowdown in the industry, are expected to cause unemployment in the construction trades for the next four to six months.

Although the opening of new shopping centres in one or two areas has created a localized demand for various sales and clerical occupations, a general slowdown in employment in the retail trade follows the termination of the tourist season. A surplus of clients in these occupations is available to satisfy any seasonal upswing in demand generated by Christmas retail shopping. Because of the requirement to work on a commission basis, few persons are willing to accept available insurance sales positions, and there is a high turnover demand for manager trainees from large department stores and financial institutions, attributed to the low wages offered, the status of these positions and mobility requirements. Experienced legal secretaries, and stenographers proficient in shorthand are in moderate demand, but a large surplus of lower qualified and inexperienced individuals continues.

A shortage of health and social service professionals is reported, with occupational and physical therapists and caseworkers particularly in demand. General B.A. graduates in the social sciences are available, but employers are seeking social workers with a minimum of a B.S.W. or M.S.W. with related experience. Barbers and hairdressers are in light demand in the personal service occupations. Increased shortages of domestic housekeepers, general maids, nursemaids and informal waitresses are due in most cases to low wages and poor hours and conditions of work. The increased number of vacancies in these occupations during the period under review is related to the return of students to school, and the temporary movement of females from these occupations into food processing and canning plants in response to higher wages.

NORTHERN ONTARIO

The revival in employment activity in the Northern District with the settlement of major strikes at Sault Ste. Marie and Sudbury, may well be tempered by adverse seasonal factors which usually come into play at this time of year. In particular, activity in the woods and construction industries, both of which have been unusually buoyant this summer and fall, is beginning to recede from the October peak. However, woods industry activity is expected to pick up once the freeze-up is completed in late December. At both Sudbury and Sault Ste. Marie, construction activity is expected to be at a higher than normal level through the winter months, in an attempt to recoup time lost during the previously mentioned strikes. The largest construction projects in both areas involved the strikebound companies, and little work was possible on them for the duration of the strikes.

It is anticipated that employment activity in the Thunder Bay, Timmins and New Liskeard areas will be slower this winter than last. At Thunder Bay this is attributable to slackness and unfavourable business conditions in the local shipbuilding and metal fabricating industries. Conditions at Timmins are just generally "slow". The substantial winter cut back in construction activity at Ontario Hydro's

Lower Notch Generating Station near New Liskeard will have detrimental impact on that area's employment.

While some 16,000 International Nickel Company workers were returning to their jobs in Sudbury, Renabie Mines of Renabie announced that goldmining operations will be phased out over the next eight to nine months. Approximately 170 men, mostly miners, will be affected by the closure. A further 172 men will become redundant with the closure by July 1970 of Pronto Mine, a uranium producer at Elliot Lake. In both instances, the displaced miners should have little difficulty finding alternative employment, as there is a general shortage of qualified men in Northern Ontario, particularly at Sudbury.

Exploration activity is at a high level in the northern sector of the Kenora District. The accent is on base metals, encouraged in part by the large deposits discovered at Sturgeon Lake by Mattagami Lake Ltd. Great Lakes Nickel and Thunder Bay Nickel have finally completed their merger and it is anticipated that their \$100 million nickel development in the Fort William area will come on stream in late 1971. A permanent labour force of 1,500 men will be employed at that time in the companies' mining, milling, smelting and refining operations.

Operations in the woodlands section of the forest industry are being temporarily curtailed in most areas as freeze-up approaches. Activity will resume once the winter roads provide access into the more remote timberlands. A number of weak spots persist in the industry. A softening market for wood veneers has led to 112 lay-offs at South River in the North Bay CMC area, and at Sault Ste. Marie. The scarcity of available sawlogs and weaker lumber prices have combined to produce cutbacks in sawmill operations at New Liskeard, Sturgeon Falls and Timmins, with lay-offs of some 300 men. The run-down of the Domtar plant at Blind River is nearing completion with only 90 men remaining employed out of an original work force of 265. Final closure is scheduled for January, 1970. To date, those unemployed have been reluctant to move out of Blind River to the over 200 job openings for them in other parts of the country.

While some slack has developed in the pulp and paper industry in the Kapuskasing and Espanola areas, forty extra mill workers were taken on when Fort William's largest mill went over to a six-day operation, and an expansion of the Dryden paper mill will create 30 new jobs there.

Construction activity is now tapering off from peak levels in most areas. The advent of winter weather and the completion of projects are the primary reasons for this downturn. The Hydro project at New Liskeard will see the labour force settle back to 150 from the present level of 800. However, the resumption of some 4,000 construction jobs in Sudbury should absorb some of the slack, which will occur primarily among reinforcing iron workers, concrete men, labourers, and crane operators. An undetermined number of workers will be affected by the cessation of construction of the Ecstall Mine headframe at Timmins, although activity will resume in the spring. It is also expected that spring will see the long-awaited start on the new kraft mill in Fort Frances, a project which will provide approximately two years' work for some 500 construction workers.

The most important news in the manufacturing sector has been the return to work of the steelworkers at Algoma's Sault Ste. Marie works. About 3,000 are currently back on the job and the remaining 3,500 should have returned by December 10, 1969. The resumption will also facilitate the return of some 200 workers at the

Mannessmann Tube Company Limited plant in Sault Ste. Marie, who were laid off due to a lack of the steel blanks which are normally provided by Algoma. At Port Arthur, the shipyards will operate this winter with a work force of only 160 men, which is 400 men below last winter's level. In fact, this number reflects the smallest work force employed in the Port Arthur yards since immediately after World War II. The outlook is similarly unfavourable for a large number of welders employed at Canada Car Ltd. in Fort William. Many have been laid off already and how many more will follow depends upon whether this company gets a Toronto Transit Commission order for subway cars. The Canada Car Company is understood to have been the lowest bidder.

The Thunder Bay area could be further affected this winter by the current slump in Canadian grain sales. Over 100 elevator men have been laid off already and it is quite possible that as many as 600 men could be affected before the winter is over.

The 1969 Student Summer Employment Program In Ontario

by Barbara St. James and John Nelles

Prior to 1968, the involvement of the Department of Manpower and Immigration in the field of student employment was confined largely to students who registered with Canada Manpower Centres (CMC's). In the summer of 1968, labour force statistics suggested that the number of students entering the labour force was growing at a much faster rate than the number of available jobs. Student unemployment was seen to be much more severe than in the previous year, particularly among high school students; Canada Manpower Centres reported that in many cases the positions which they had formerly filled were being taken by university students. This situation may have contributed to the recent recognition of the increasing severity of the problem. In an attempt to ameliorate the situation, an intensive publicity campaign was launched in which the problem was outlined and support requested from employers to provide additional employment opportunities for students.

Attempts to evaluate the success of the campaign by the use of special forms were limited by the short time scale involved as well as the incidence of the postal strike at the time. However, such data as became available from regular placement forms were sufficiently encouraging to warrant the continuation of the campaign in the following year.

Consequently, beginning in March 1969, a co-ordinated advertising campaign was undertaken by the Federal Department of Manpower and Immigration and the Ontario Department of Labour. The campaign was designed to awaken the interest of employers in the hiring of summer help by stressing the capability and willingness of the available students. Emphasis was placed on both the immediate and long-run benefits to the employer, as well as the student, which could result from the provision of summer jobs. The appeal was directed towards businessmen and householders who might be interested in hiring casual help and the point was stressed that no job was of too short duration to be overlooked.

The co-operation of community resources in the implementation of the program was most encouraging. One significant innovation which came about as a result of the joint efforts of CMC's and local organizations was the establishment of some twenty Student Employment Centres in major labour market areas across the province to serve mainly high school students and, also, post-secondary students in areas where no special placement facilities existed to serve them. Where possible, these centres were physically separated from the CMC's, often in premises provided by local community organizations. In many cases, advertising space and promotional materials, as well as public endorsement, were provided by such organizations as Chambers of Commerce, municipal bodies, service clubs, and churches.

The Student Employment Centres themselves proved to be a most worthwhile innovation. They were staffed almost entirely by students hired by the local CMC's. The CMC managers and counsellors gave the students preliminary instructions in the operation of the centres, and arrangements were made for a representative from the CMC to pay a daily visit to the Student Employment Centre to discuss any difficulties which may have arisen.

Replies to questionnaires sent by some Student Employment Centres indicate that their efforts were well-received by both student clients and employers. Many students who availed themselves of the services offered indicated that they felt more relaxed in the casual atmosphere. They were better able to discuss their job requirements and capabilities with student counsellors, whom they felt to be on an equal level and hence more sympathetic to their needs. Employers also seemed to be well-satisfied with the organization of the centres and the quality of work done by their staffs.

In addition to the satisfactory comments received from nongovernmental employers as to the quality of help provided by students, it is most encouraging to note that the CMC managers were impressed with the calibre of their own student employees.

In addition, the establishment of employment centres devoted entirely to the handling of student placements had a desirable secondary effect in that it left the CMC's free to carry on with normal operations. In areas where the volume of available student labour was too light to warrant the establishment of such a centre, the CMC's continued to handle this work often with the help of students hired for the purpose.

STATISTICAL SUMMARY

The lack of statistical data for the 1968 summer employment campaign precludes the use of comparative statistics as a measure of success or failure of this year's program. The amount of available data on the 1969 campaign is also extremely limited at this time. The following summary statistics, covering the period March–August, 1969, provide some indication of the program results.

TABLE 1

	Registrations	Referrals	Placements
High Schools	54,655	21,341	18,437
Post-secondary	39,984	25,902	22,977
TOTAL	94,639	47,243	41,414

NOTE: The figures quoted above for total placements does not include students who were successful in finding employment on their own.

Twice during the summer, CMC's took sample surveys of students registered in their files who had not been placed and were presumably still seeking employment. In all, some 2,500 students (both high school and post-secondary) were contacted by telephone on June 12 and August 15. Results were adjusted to account for the different time elements involved and final percentages indicate that approximately 78% of the students contacted had, at some time during the summer, found work on their own. When the sample results are applied to our total registration figures (minus placements), an estimated 82,929 students who registered with Manpower had found work during the summer. It is possible that a significant proportion of the 11,710 students who failed to get work were under 16 years of age. Employment opportunities for this group are rather limited. Insufficient data is available on the characteristics of students who did not register with the Department to warrant the extension of the survey results to the whole student population.

Of the total placements referred to in Table 1, 30 per cent were for 7 days or less, 17 per cent were for 1 to 4 weeks, and 53 per cent were for 1 month or more. These percentages were taken from employers' orders received; in some cases, the original length of the job was extended.

From analyses received from CMC's, some indication of the basic hiring characteristics by industry and broad occupational type is available. Unfortunately, there is no available breakdown of figures as between high school and post-secondary students.

TABLE 2

Industry and Occupational Group	Percentage of Total Placements
Service and Recreation (incl. casual labour for homeowners, tourist resorts, etc.)	31
Construction (unskilled)	16
Manufacturing (unskilled and semi-skilled, incl. Food Processing)	22
Transportation and Communication (truck drivers, warehouse personnel)	11
Agriculture (farmhands, harvest hands)	7
Clerical and office	13

IMPLICATIONS FOR FUTURE ACTIVITIES

The inadequacies of the available statistical data in the broad area of student summer employment is quite apparent. In an effort to improve this situation, a sample survey of some 18,000 students returning to post-secondary institutions was conducted at the time of registration for the fall semester. The sample represents approximately ten per cent of the student population in 38 universities and community colleges across Canada. The survey is an attempt to obtain more accurate and generally applicable information about the job-seeking experience of students during the past summer. The students were asked to complete a questionnaire indicating whether or not they were successful in finding work and, if so, the duration of the job, the type of job, and whether or not they were satisfied with the work. The results are currently being co-ordinated and processed and it is hoped that the information obtained will be of some help in planning next year's program.

The rapid development of the community approach to summer employment as a vehicle to alleviate this problem seems to hold definite promise for the future. The extent of the co-operative effort displayed in the past summer indicates that most communities are acutely aware of the problem and are more than willing to make contributions to the program. The Department of Manpower and Immigration recognizes the value of contributions which community resources can make in this field.

No major changes are expected in the role of the Department in summer employment activities in the near future. Assistance in the placement of post-secondary students in economically beneficial employment will continue through the co-operative efforts of the Department and student placement offices of universities and community colleges. It is expected that a high level of co-operation between government and community resources will continue along the lines established this year,

with particular emphasis on providing services to younger students through the establishment of special employment centres. Assistance will continue also in the movement of senior students to agricultural areas.

The Department of Manpower and Immigration is currently considering the direction and dimensions of next year's campaign. The experience gained in the spring and summer of 1969 will be useful, not only in the planning of the 1970 program, but also in its implementation at local levels.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

September 30, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	242	Niagara Falls	821
Barrie	2,718	North Bay	1,508
Belleville	638	Oakville	1,060
Bracebridge	254	Orillia	628
Brampton	1,179	Oshawa	3,656
Brantford	873	Ottawa	3,898
Brockville	453	Owen Sound	1,026
Carleton Place	167	Parry Sound	224
Chatham	1,305	Pembroke	1,069
Cobourg	509	Perth	189
Collingwood	511	Peterborough	1,688
Cornwall	1,592	Picton	107
Elliot Lake	245	Port Arthur	1,179
Fort Erie	286	Port Colborne	308
Fort Frances	199	Prescott	404
Fort William	1,183	Renfrew	318
Galt	1,272	St. Catharines	2,489
Gananoque	176	St. Thomas	213
Goderich	384	Sarnia	1,022
Guelph	1,069	Sault Ste. Marie	2,640
Hamilton	9,320	Simcoe	345
Hawkesbury	647	Smiths Falls	263
Kapuskasing	417	Stratford	294
Kenora	426	Sturgeon Falls	661
Kingston	1,692	Sudbury	2,251
Kirkland Lake	522	Tillsonburg	419
Kitchener	1,487	Timmins	1,491
Leamington	330	Toronto Metro	19,493
Lindsay	497	Trenton	606
Listowel	261	Walkerton	489
London	3,631	Wallaceburg	184
Midland	640	Welland	1,529
Napanee	507	Windsor	4,711
New Liskeard	502	Woodstock	461
Newmarket	644		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female, September, 1969.*

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

October 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients Without employment seeking full-time employment.
	No.		No.
Arnprior	238	Niagara Falls	1,174
Barrie	1,679	North Bay	1,630
Belleville	582	Oakville	913
Bracebridge	269	Orillia	613
Brampton	1,032	Oshawa	3,674
Brantford	1,129	Ottawa	4,078
Brockville	377	Owen Sound	764
Carleton Place	156	Parry Sound	227
Chatham	1,167	Pembroke	1,211
Cobourg	524	Perth	199
Collingwood	587	Peterborough	1,793
Cornwall	1,649	Picton	153
Elliot Lake	371	Port Arthur	1,179
Fort Erie	392	Port Colborne	407
Fort Frances	330	Prescott	407
Fort William	1,383	Renfrew	315
Galt	1,319	St. Catharines	2,735
Gananoque	260	St. Thomas	157
Goderich	361	Sarnia	971
Guelph	1,102	Sault Ste. Marie	3,130
Hamilton	8,579	Simcoe	398
Hawkesbury	686	Smiths Falls	289
Kapuskasing	511	Stratford	373
Kenora	440	Sturgeon Falls	624
Kingston	1,612	Sudbury	2,461
Kirkland Lake	562	Tillsonburg	400
Kitchener	1,516	Timmins	1,544
Leamington	464	Toronto Metro	21,565
Lindsay	465	Trenton	579
Listowel	266	Walkerton	564
London	4,279	Wallaceburg	262
Midland	624	Welland	1,673
Napanee	493	Windsor	3,996
New Liskeard	540	Woodstock	516
Newmarket	767		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, October, 1969.

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guelph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
- ONTARIO REGION -

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	100 King Street East	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261

**CANADA IMMIGRATION CENTRES – BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369-3581
Orillia	21/25 Peter Street North	(705)326-9421
Oshawa	Room 207-8, Federal Building, 47 Simcoe Street South	(416)725-8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677-4212
Ottawa District Office	71 Bank Street	(613)232-8211 Local 2-5377
Belleville	P.O. Box 253, 3 Station Street	(613)968-6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932-2201
Kingston	P.O. Box 726, New Federal Building	(613)548-8513
Landsowne	Thousand Islands Bridge	196
Prescott	P.O. Box 370, Federal Building	(613)925-2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528-4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871-6960
Guelph	Federal Building, 75 Farquhar Street	(519)822-0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744-4161
Niagara Falls	500 Queen Street	(416)354-2741
London District Office	120 Queens Avenue	(519)432-6793
Sarnia	P.O. Box 184, Federal Building	(519)337-5571
Windsor	441 University Avenue, West	(519)254-1101
Woodstock	P.O. Box 294, Federal Building	(519)537-5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)254-1475
Fort Frances	International Bridge, Church Street	(807)274-3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622-0669
Pigeon River	Pigeon River	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852-3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South	(705)673-2214
Timmins	120 Cedar Street South	(705)264-3104



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Department of Manpower and Immigration

ONTARIO MANPOWER REVIEW

November-December 1969

DEPARTMENT OF MANPOWER AND IMMIGRATION
MANPOWER INFORMATION AND ANALYSIS BRANCH
ONTARIO REGIONAL OFFICE

FOREWORD

The *Ontario Manpower Review* is published bimonthly by the Department of Manpower and Immigration, Ontario Region. The objective of this publication is to present regular analyses of main developments affecting the Ontario labour market in the period under review. Special articles on significant manpower and industrial developments will be published periodically.

The information in the *Review* is prepared by the Manpower Information and Analysis Branch of the Ontario, Region, Department of Manpower and Immigration, Toronto. All enquiries should be addressed to the Regional Economist, Box 23, Toronto Dominion Centre, Toronto 111, Ontario.

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**LABOUR MARKET INDICATORS
CANADA AND ONTARIO**

DESCRIPTION	DATE	CANADA	ONTARIO
Population	July 1969 July 1968	21,089,000 20,772,000	7,467,000 7,321,000
Immigration I (all immigrants)	Jan.-Oct. 1969 Jan.-Oct. 1968	135,630 155,665	72,071 81,275
Immigration II (immigrants directly into labour force)	Jan.-Oct. 1969 Jan.-Oct. 1968	71,345 80,619	38,521 42,331
Labour Force	Dec. 1969 Dec. 1968	8,095,000 7,940,000	3,022,000 2,939,000
Employment	Dec. 1969 Dec. 1968	7,712,000 7,567,000	2,927,000 2,852,000
Unemployment	Dec. 1969 Dec. 1968	383,000 373,000	95,000 87,000
Unemployment Rate (as a % of Labour Force)	Dec. 1969 Dec. 1968	4.7 4.7	3.1 3.0
Av. Weekly Wages & Salaries (industrial composite)	Oct. 1969 Oct. 1968	120.89 112.89	124.60 117.34
Av. Hourly Earnings (in manufacturing)	Oct. 1969 Oct. 1968	2.85 2.64	3.00 2.79
Av. Hours Worked Per Week (in manufacturing)	Oct. 1969 Oct. 1968	40.4 40.9	40.5 41.2
Monthly Housing Starts (urban areas)	Nov. 1969 Nov. 1968	12,555 19,057	4,613 6,990
Total Housing Starts (urban areas)	Jan.-Nov. 1969 Jan.-Nov. 1968	158,122 147,172	65,121 63,207

Major Developments

The Ontario labour force rose from 3,002,000 in October 1969 to 3,007,000 in November. This represents a 20,000 increase over the figure for November 1968. Employment, at 2,925,000 in November 1969 was only 4,000 down on the previous month's total, but stood 20,000 higher than a year earlier. This represents the smallest year-over-year increase recorded in any month this year, suggesting that employment has been growing at a decreasing rate. However, unemployment has remained comparatively low. Between October and November 1969, an increase of 9,000 to 82,000 raised the percentage unemployment rate to 2.7. The November 1968 rate was also 2.7 per cent. Seasonally adjusted, the November 1969 rate for Ontario was 3.4 per cent, compared with 5.1 per cent for Canada as a whole.

Although the recent increase in unemployment is largely attributable to the usual seasonal influences, there are indications that activity has stabilized in a number of sectors of the economy. There are comparatively few reports which suggest output is falling to any significant extent, but restraint is clearly being exercised in the hiring of additional and replacement personnel, a trend which is likely to persist into the spring of 1970.

One of the principal expansionary sectors affected is the auto and auto components industry. Production cutbacks resulted only in extended Christmas holidays at some assembly plants, but layoffs have been reported at a number of components factories, and two plants have closed altogether. In the construction industry, activity is at a high level for the time of year in most districts, but there is every indication that this will not be maintained throughout 1970. Another indicator of retrenchment is the significant decline in employment opportunities in the business services and technical and professional sectors.

Nevertheless, new developments involving considerable capital expenditures, and often requiring sizeable amounts of labour, continue to be announced, in addition to those under way. Few major manufacturing and commercial projects have been postponed or cancelled, although there is some evidence to suggest that capital outlays in the public sector may have been reduced from earlier planned levels.

Despite initial production cutbacks in November, in response to softer consumer demand for cars, high year-end inventories resulted in extended holiday shutdowns at General Motors of Canada Limited and Chrysler Canada Limited plants in Ontario. These affected some 5,500 Chrysler and 550 General Motor employees at Windsor, and about 8,000 at General Motors, Oshawa, where over 270 employees have been on more protracted layoff since November 3. Notwithstanding reduced production levels since November, total Canadian truck and car production for the year up to mid-December was 1.3 million units, as against 1.1 million for the comparable period of 1968.

Repercussions of the production cutbacks at the assembly plants had an early impact on the auto components industry. Layoffs were reported at numerous plants throughout Southern Ontario during the period under review, but in most cases, the numbers involved were not large. However, two plants closed down, Plasticast Limited, at Windsor, manufacturers of zinc castings, and F.W.D. Limited, of Kitchener, who

make heavy duty trucks and equipment. The two closures made some 515 persons redundant.

The settlement of industrial disputes in the steel and nickel industries led to a resumption of normal activity in the primary metals sector, and sectors of the metal fabricating and engineering industries affected by the disputes. One important result of the return to work was an immediate improvement in the outlook in retailing, transportation, mining, lumbering and construction industries in the communities affected. The long-term outlook for the primary metals industries is favourable. Major land acquisitions by Steel Company of Canada Limited and Dominion Foundries and Steel Limited in the Nanticoke area, for major developments in the 1970's, together with Dofasco's recent acquisition of an extensive acreage in Hamilton for the expansion of its existing plant, suggest that a substantial increase in output and employment are expected. In the shorter term, activity in the steel industry will depend in part upon the impact of Federal Government anti-inflationary policies on automobile production and construction levels. Vacancies notified to Canada Manpower Centres by steel producers decreased significantly during the period under review, and there were some temporary layoffs at Hamilton.

Activity remained generally high for the time of year in most other manufacturing industries. The non-automobile transportation and construction machinery sector is generally busy, with a number of plant expansions, particularly in the southwest, supporting the high level of demand of mechanical and plant engineers, senior mechanical draftsmen, machinists and tool and die makers. New orders received by shipyards at St. Catharines and Collingwood are expected to raise employment above the current depressed level. However, conditions in the aircraft industry varied from one firm to another. In addition to the closing of Abex Industries at Waterloo, Fleet Manufacturing at Fort Erie has laid off over 132 employees, mainly assemblers, in recent months. In contrast, Aircraft Appliances and Equipment Limited is to construct a new plant in Bramalea.

The retailing industry appears to have experienced favourable holiday trading conditions in most districts. However, the trend towards employers asking permanent part-time staff to work hours during busy periods, thereby obviating the hiring of temporary staff, intensified, and only some vacancies for supervisory positions proved difficult to fill.

In the business services sector, the demand for clerical help which has been running at a comparatively high level for most of 1969, fell off sharply during the period under review. Vacancies notified to Canada Manpower Centres were down some 30 per cent compared with the comparable period of 1968. The first quarter of 1970 should see a seasonal revival in vacancies notified, but an early return to the demand levels of 1969 is not anticipated. However, shortages persist in most districts for experienced general and legal secretaries and stenographers.

OCCUPATIONAL SHORTAGES – ONTARIO DECEMBER 1969 As Reported by Canada Manpower Centres		
STRONG	MODERATE	LIGHT
Maid, General Insurance Salesman Patrolman	Automobile Mechanic Machinist Tool and Die Maker Stenographer Secretary Sewing Machine Operator Regular Equipment Typist	Milling Machine Set-Up Operator Miner Nurse, General Duty Transcribing Machine Operator Electrician Company Labourer Tool Designer Farm Hand, Dairy Manager Trainee Salesman, General
<div> Light –25–50 Shortages Moderate –51–100 Shortages Strong –over 100 Shortages </div>		

Note: In each category, occupations are arranged in descending order by the number of reported shortages. Shortages are reported on the basis that the vacancies have existed for more than 30 days and could not be filled locally by qualified personnel at going rates of pay.

Source: Regional Tabulation of Occupational Shortages Reports.

Occupational Shortages—Ontario

Reports from Canada Manpower Centres indicate that there were 20 occupations showing shortages of 25 or more in December, 1969. Of the total, 3 were classified as strong, 7 as moderate, and 10 as light. The November, 1969, survey included 26 occupations with shortages of 25 or more with 3 being strong, 9 moderate, and 14 light.

In December, 1968, there were 29 occupations listed including many of the same occupations appearing on the December, 1969, listing.

New additions to the list from November to December, 1969, include milling machine set-up operator, electrician, tool designer, dairy farm hand, and general salesman, all of which fell into the light category.

General maids continued to lead the list of chronic shortages as a result of poor wages and working conditions. General duty nurses also continued to be in demand although the number of reported shortages is lower than in past months so that it now falls into the light category. Shortages also persist in sales occupations largely as a result of the commission system of remuneration.

The October 1969 listing appearing in the previous issue of the Review included 31 occupations with 25 or more reported shortages. Of these 4 were strong, 12 were moderate and 15 light. One notable deletion from that list in informal waiter, which in October appeared as a strong shortage occupation, in November fell to the moderate category, and in December did not appear on the list at all. Other deletions included nursemaid and housekeeper which appeared in the moderate category in October, as well as several occupations from the light category.

**EMPLOYMENT INDEXES AND AVERAGE WEEKLY
WAGES AND SALARIES, INDUSTRIAL COMPOSITE FOR SELECTED URBAN
AREAS IN ONTARIO, BY DISTRICT
OCTOBER 1968 AND 1969**

	Employment Indexes 1961 = 100		Average Weekly Wages and Salaries	
	Oct. 1969	Oct. 1968	Oct. 1969	Oct. 1968
			\$	\$
Eastern Ontario				
Belleville	129.5	124.7	107.05	98.53
Brockville	129.0	127.4	116.82	112.36
Cornwall	141.0	140.8	114.35	107.52
Ottawa—Hull	142.1	133.6	113.61	105.10
Central Ontario				
Brampton	278.5	248.4	121.31	116.43
Oshawa	147.2	142.3	138.74	146.89
Peterborough	148.2	138.4	126.52	116.57
Toronto	138.1	132.2	126.85	117.68
Hamilton	122.1	119.3	126.29	120.54
Niagara Peninsula— Kitchener Area				
Brantford	139.5	132.2	110.78	106.26
Guelph	143.2	138.5	115.35	107.31
Kitchener	160.3	150.3	111.07	104.59
Niagara Falls	120.1	113.5	112.40	105.35
St. Catharines	145.4	143.9	134.30	130.67
Welland	102.3	108.5	140.74	132.16
Southwestern Ontario				
Chatham	140.9	136.8	126.86	120.14
London	128.9	124.9	115.19	108.86
St. Thomas	218.5	181.4	136.51	121.37
Sarnia	145.4	144.3	156.47	149.35
Stratford	154.0	143.1	109.24	97.80
Windsor	159.7	158.2	146.93	136.96
Woodstock	158.3	153.7	115.72	106.51
Northern Ontario				
Thunder Bay	125.6	126.3	120.22	111.14
North Bay	117.2	114.4	116.75	110.00
Sault Ste. Marie	66.3	121.5	128.25	127.20
Sudbury	55.8	120.7	131.20	139.06
Timmins	72.2	74.0	110.39	99.39
Ontario	132.5	129.8	124.60	117.34

Source: D.B.S., *Employment and Average Weekly Wages and Salaries October 1969*.
The Queen's Printer, Ottawa.

Area and Industry Developments

NOVEMBER—DECEMBER 1969

EASTERN ONTARIO

In the District as a whole, despite a generally high level of economic activity during November and December, there are some strong indications that both consumption and investment are beginning to level off. Businessmen are now exercising some restraint in hiring due to a general belief that consumers will be more selective in their purchases in the coming months. On the investment side, the tight money situation has caused some firms to either postpone or cancel proposed expansions and is forcing a noticeable decline in the construction of single family, detached housing. These developments are leading to some higher unemployment in the district. However, this general atmosphere is not consistent throughout Eastern Ontario. In Belleville, Kingston and Brockville, especially, very few restraints are being felt and the outlook is for more rapid growth.

Manufacturing activity continued at a high level in most of the district. Strongest increases were noted in the aircraft parts and heavy electrical equipment industries. Boeing's Vertol division in Arnprior, and Renfrew Aircraft in Renfrew, both increased production and employment by a total of about 100 persons as new orders were received. Vertol manufactures over 400 parts for the new B-747 Jumbo Jet, and as the sales prospects of this craft are very bright, so is the outlook for Vertol. In Kingston, Mankon Engineering, which manufactures rotating electrical equipment for use in diesel generators, revealed plans for a major new plant which has an employment potential of from 250-400 persons in the first stage of operation alone. Also in the heavy electrical field, Phillips Cables Ltd. of Brockville, has returned to full production and recalled the 110 men previously laid off because of the copper shortage caused by the INCO strike.

Employment is at a seasonally high level in the district's food and beverage industries, especially in the Belleville area. One indication of continuing strength in this industry was the announcement by Quaker Oats Ltd. of Trenton, that it plans a \$400,000 expansion. This will result in some modest additions to the company's present 160-person payroll. On the other hand, as was reported in the previous Ontario Manpower Review, O'Keefe Breweries has terminated all brewing at its Ottawa plant. Approximately 190 employees were affected by the closure.

In the East District's large textile industry, expansions are continuing, in spite of strong competition from imports. One example of this growth is Dupont's plan to construct a \$20 million plant in Morrisburg for the production of dacron fibres. Initial employment upon completion in 1971 will be approximately 300 persons.

The computer industry's trend to retrenchment, after too many firms over-expanded, is continuing to affect the district. Digital Systems Associates Ltd., of Ottawa, a designer and fabricator of data acquisition and control systems, has decided to curtail a proposed major expansion in view of the current over-supply situation.

In the communication industry Bell Telephone has cancelled an \$8 million, four-year expansion program planned for the Ottawa area. The money was to have been used to extend the urban area service. A company press release attributed the cancellation to the extreme shortage of capital and high interest rates. This capital shortage has, as noted elsewhere in this survey, also affected the district's housing and manufacturing industries.

The first effects of lower seasonal construction activity were apparent during November and December. Though employment is still at a relatively high level, expectations are for less activity in the coming months in spite of some major new office building contracts being awarded, especially in the Ottawa area. Commercial and industrial construction is still operating at near capacity, and indications are that this will continue. The residential housing industry, especially single family detached houses, is experiencing a significant decline. This decline, which is attributed to high interest rates, is reportedly causing some real estate agents to seek employment in other fields.

Employment in retail sales occupations does not present a consistent pattern across the district. In Belleville, both the seasonal and normal expansion has been strong, with new hiring on both a permanent and temporary basis. In Cornwall, however, activity appears somewhat below normal and new hirings have been few.

In the public service sector, the Public Service Commission has indicated that the number of permanent employees to be laid off under the federal government's program of hiring and budgetary restraint will be approximately 1000. Transfers between departments or geographical areas may reduce this number. Up to this time, the main force of the reductions has fallen on casual secretarial and clerical staff. This group will attain a degree of relief in the Ottawa area, with the hiring, of 925 clerks and 800 keypunch operators, for a period of 4 months by the Department of National Revenue. No problems are anticipated in recruiting for these positions and in the case of the keypunch operators a 2 week training course is offered.

Trenton has been selected as a Provincial Regional Assessment Centre. The office will require a staff of between 40 and 50 people when it is established.

The location of the Ontario Regional Office of the Unemployment Insurance Commission in Belleville has resulted in a steady demand for clerical staff in that area. The office is employing 230 people on a permanent basis and is hiring an additional 100 for a period of 1 to 3 months.

CENTRAL ONTARIO

During the period under review, the early onset of winter brought about a decrease in employment in the northern sector of Central Ontario while in the southern parts of the district, most industries maintained a more stable level of employment. Moreover, cut backs by automotive manufacturers this fall have had repercussions on the many feeder industries throughout the area, and in other manufacturing industries there were some instances of decreased production and temporary layoffs. Agricultural employment showed a marked decrease, as expected, with the withdrawal of all Caribbean workers by the second week of November after the completion of the tobacco harvest and apple picking. Despite the absence of labour disputes, construction activity slowed

down over the two months due to both the coming of winter and a shortage of skilled tradesmen in some areas. The service industry enjoyed a fine pre-holiday period and employment increased significantly during the Christmas period for such occupations as sales clerks, waitresses and hairdressers.

There was a limited demand for agricultural workers during the month of November, but by December only qualified dairy men and herdsmen were still needed. Some loss of apple crops were reported owing to frost and snow in mid-November, but as a whole both the apple and tobacco harvests were excellent this fall. In the Holland Marsh area, vegetable processing plants were laying off production workers and replacing them with field workers. Temporary employment for Christmas tree cutting, baling, and shipping was available from the beginning of November to the middle of December throughout the district. Some students were hired for weekend piling and loading.

Conditions in manufacturing industry varied from one sector to another. The textile industry remained relatively stable. In Lindsay there was a small decrease in employment at a plant producing rayon hi-pile for imitation fur clothing, while Brinton Carpets steadily increased its labour force in anticipation of having an additional 15,000 square feet of floor space by spring. In Peterborough, the closing of Whitaker Wool Co., caused by a drop of Canadian wool production, will have 50 local people without jobs. In Oshawa, Robson-Lang Leather began installation of new equipment and a re-scheduling of production following a lay-off in late October of approximately fifty workers. All had returned by the end of November.

Woodworking plants continued to seek fully experienced woodworkers with little success, despite a seasonal reduction in business activity. In Hanover, 52 woodworkers and piano assemblers finally went on strike against Heintzman Co. Ltd. for higher wages. Negotiations began in June 1969 and a quick settlement is not foreseen. In Owen Sound, R.C.A. Victor have laid off 95 male production workers because of lack of orders for television and stereo cabinets. In the rubber industry, Mansfield-Denman General Co. Ltd. of Barrie plan a new addition for spring which will result in 100 additional jobs. The occupations involved are tire builders, Banbury operators, maintenance mechanics, and electricians. These men will be hired during the winter and tire builders will be trained with federal-provincial assistance under the Training-in-Industry Program.

In the metal fabricating industry the demand for tool makers and experienced machine help was sustained. In Lindsay J. C. Thomas Specialties relocated an aluminum lawn chair line to a large addition to the main plant. The line will return to production in January 1970, providing an increase in female employment. Schultz Die Casting Ltd. of Lindsay placed more skilled workers on indefinite layoff, and in Cobourg, Winchester-Western and General Wire and Cable laid off 50 people. In contrast, De Vilbiss Canada Ltd. of Barrie, manufacturers of spray equipment, plan an additional shift requiring skilled help, and at Newmarket, Jespersen-Kay Industries Limited, manufacturers of concrete modules, expect to recruit 50 men by the end of December through the local Canada Manpower Centre. In Peterborough the DeLaval Company, producers of dairy equipment, is working a four day week reportedly on account of the recent steel strike and the loss of some expected orders.

Automobile manufacturing employment experienced a set-back during November and December. Production cuts by the big three manufacturers in response to high dealer

inventories had an impact on employment in both the automotive assembly and feeder industries. In relation to the size of the industry, the lay-offs are not large, but they do indicate that assembly and component plants will be entering 1970 with a noticeable margin of unused capacity. General Motors of Canada Ltd. in Oshawa reported a staff of 11,470 hourly-rated factory workers on layoff. Nevertheless, General Motors' has produced 474,086 vehicles this year to December 6, 1969, in comparison with 393,663 for the same date last year. The Christmas shutdown at General Motors from December 19, 1969 to January 5, 1970 involved a layoff of approximately 8,000 workers, but in actual fact only four working days were missed. American Motors of Brampton had recalled all workers by the end of November and endeavoured to regain production lost from the strike in October. Although the company usually closes for one week in December, 3 days of the Christmas week were worked this year. Total production to December 6, 1969 was 32,918 as compared to 39,589 at the same time last year. It is anticipated that there will be an increase in production in the new year, which will require an additional 70 workers. These hirings would bring total employment to approximately 1,626 including office staff.

Feeder industries for the automotive industries are important in Central Ontario and unfortunately the cutbacks within the automotive industry have had serious repercussions. Oshawa was the centre most severely hit with layoffs at five different firms. Houdaille Industries, manufacturer of auto parts and stampings, laid off over 100 workers between December 19, 1969 to January 5, 1970 because of lack of orders. Duplate Canada Ltd., manufacturer of auto safety glass and plastics, laid off 341 hourly-rated employees in October because of the transfer of laminating production line to Hawkesbury and a cutback in orders from automobile industry. Although all 295 male employees laid off were eligible to transfer only 27 actually did. Other firms with smaller layoffs for the Christmas period were Ontario Steel Products and Fabricated Metals Ltd. In addition Chrysler Spring Trim Ltd. of Ajax laid off 148 women, mostly power sewing machine operators, on December 12, 1969, because of a cutback in orders. The layoff is indefinite and may last until June, 1970. In Midland, Motorola (Ontario) Ltd., manufacturers of car radios had 90 female assemblers on layoff on November 7, 1969, but 35 of these were recalled on December 8, 1969. At Midland, Decor Metal Products Ltd., manufacturers of metal stampings, and automotive trim, laid off 40 employees on November 14, 1969 for approximately six weeks, and Bay Trim & Accessories Ltd., manufacturers of automobile safety seat belts, laid off 80 workers for approximately 10 weeks on December 8, 1969 as a result of the cutbacks in orders. Deal's Specialties (Collingwood) Ltd. laid off 35 workers as orders for seat belts slumped. In Parry Sound, North American Rockwell experienced a sudden slackening in orders for wheel discs and as a result, laid off indefinitely one shift of 50 people.

Manufacturers of other transportation equipment are experiencing rather better market conditions. Outboard Marine Corporation in Peterborough continued at peak production with employment currently some 25 per cent higher than in December 1968. However, as usual, there will be a two to three month layoff of approximately 200 assembly workers in January. Present demand is limited to machine shop skills. Although Collingwood Shipyards' work force has now dwindled to about 100 men, about 50-60 of them have been retained for general industrial work, a new field for the shipyards, which is expected to increase considerably. The outlook is also improved by the award of a contract to build a 640 foot self unloader for Algoma Central Railways by November 1970. Work on the vessel will begin early in the new year and will provide employment for 600-700 men.

In the electrical products industry, Canadian General Electric in Barrie suffered from a shortage of materials caused by strikes in American plants and a layoff was expected in late December pending a resumption of normal supplies. In Peterborough, the same company has cut back in the Nuclear Power Department, affecting skilled and professional occupations. Some lesser skilled people were offered alternative employment in other departments. Also in Peterborough, the Westclox Division of General Time Limited, has asked employees to accept a reduction in their rate of pay in order that the company's products can remain competitive in international markets. T.R.W. Electronics Ltd. of Collingwood had more layoffs during November and the number of employees has now stabilized at 132.

Construction activity remained relatively stable throughout November but a downturn occurred as expected in December as some construction sites closed and other projects slowed down considerably with the coming of winter. The completion date for the plant construction of Pyramid Homes in Cobourg has been extended by delays caused by bad weather and a shortage of skilled union tradesmen. High interest rates have as yet had only a slight effect on Central Ontario's construction industry. However it is anticipated that in the new year a marked reduction in activity will take place. In Barrie, new building starts have fallen off but there is still a considerable amount of construction activity. In the Newmarket area construction has shown a noticeable drop. The value of building permits issued in Peterborough continued to decline. November's total was \$825,278 as compared to \$1,313,435 in November 1968. Campbellford became a local building centre as Flight Line Quality Products is building a 10,800 square foot plant to manufacture various products for pleasure boats and snowmobiles. In addition a new public building will be constructed at a cost of \$179,420. Lindsay was on the tail end of a minor construction boom in December as construction continued on the 15,000 sq. ft. addition to Brinton Carpets Ltd. and the 25,900 sq. ft. new factory for Lincraft Ltd. (custom wood products). In Huntsville a \$125,000 addition to Algonquin Metal Products has been started. Lummus Company Canada Limited has cut back on staff at the heavy water construction site near Douglas Point.

In contrast to indications of contraction in some of the smaller centres, the Brampton and Oshawa areas continued to have a high level of construction activity. The value of Oshawa building permits issued to November this year is the highest in city history. Much of this boost is attributed to the construction of commuter homes. Moreover more permits were issued for multiple family units than in the past three years combined. Commercial and industrial building proceeded at a high rate in the Bramalea-Brampton area. Residential construction slumped somewhat forcing increased competition among contractors for industrial and school building contracts. Non-union carpenters and labourers are still in demand.

The service sector slumped slightly early in November, as it is a seasonally slow period and the tourist flow was almost negligible. However, by December it had recovered as the coming of winter brought an increase in demand for waitresses and cooks in popular skiing areas. The holiday season also increased demand for waitresses, cooks, hairdressers, and sales clerks throughout the district. In Cobourg, the new regional headquarters for Northumberland and Durham Assessment presently under construction, is expected to bring about a considerable expansion in staff requirements.

NIAGARA PENINSULA – KITCHENER AREA

In general, industrial activity followed the normal seasonal pattern throughout the period. The usual trends were noticeable in agriculture and fruit processing together with a slackening in the pace of construction. The manufacturing sector continued to be busy, although there were one or two important exceptions. In the service sector there was little change apart from the reduced activity in the tourist trade and the increased employment in postal work to cope with the added Christmas volume.

Employment activity declined in agriculture. Throughout the area most farms were well advanced with ploughing and other seasonal work by the end of October, and early November saw the last of the pears and grapes harvested in the Niagara Peninsula. In Brant Country, however, the grading and stripping of the tobacco crop continued into December. Food processing firms such as meat-packers, biscuit and confectionary manufacturers continued to be very busy. For canning operations, on the other hand, December brought a further seasonal decline with the completion of the processing of late pears and employment activity is now low.

In primary metals, the event of greatest significance was the settlement of the International Nickel Company of Canada, Limited labour dispute over the terms of the new contract. The strike which began on July 10th caused severe shortages of nickel, both domestically and abroad. At Port Colborne where the firm is the largest employer, the return to work on November 18th of the 1600 employees should result in an improved outlook for the local economy. In the steel and metal fabricating industries in the area, production remained generally high. However, there were some exceptions. In Welland for example, two manufacturers of steel tubes (both divisions of the Steel Company of Canada) continued between them to have 350 workers on layoff. In both instances the layoffs are unlikely to be of long duration.

The harvesting equipment sector of the agricultural implements industry remains in a depressed state. With the persistent lack of orders, lay-offs by both Massey Ferguson Limited and White Farm Equipment Limited now total approximately 900 workers. Some of the workers who were not recalled in the fall have found other permanent employment. For the others who were laid off more recently it is possible that the disruption of employment may be only temporary, but there is much uncertainty over the prospects facing this industry in 1970.

Conditions among some manufacturers of transportation equipment were also unsettled. The final phasing out of operations at Abex Industries at Waterloo leaves only Fleet Manufacturing in Fort Erie as the major manufacturer of aircraft components in the Niagara Falls/Kitchener Area. As was the case with Abex, Fleet is going through a difficult period caused by a decline in orders. Consequently, there has been a series of layoffs over the last few months involving a total of 132 workers, mainly assemblers. Many of those laid off have secured temporary or part time employment elsewhere in the area, in the hope that conditions will improve and that they will be recalled.

In motor vehicle assembly, the Ford plants at Oakville continue to be busy. In Kitchener, on the other hand, the FWD Corporation, a manufacturer of heavy duty trucks and equipment, announced on November 14th that it would be closing down due to a decline in orders. One hundred and fifteen workers will be made redundant,

including welders and welder fitters, heavy and light steel fabricators, and "A" and "B" licenced mechanics. Alternative employment opportunities for them in Kitchener and the surrounding areas are generally favourable. There is every indication that motor vehicle parts and accessories manufacturers are experiencing a 'pause' in the pattern of high levels of production attained in recent months. There have been several instances of lay-offs, although to date most of them have been small and employment levels are still quite high.

Among the other major manufacturing sectors while levels of employment varied, production levels and outlook were on the whole, quite good. Industries such as tires, electrical products and furniture, were very active. The ship-building industry in St. Catharines which has been experiencing depressed conditions will received a considerable boost to employment from the successful bid by Port Weller Dry Docks for a Federal Government contract to build two ferries.

Construction remained fairly active in November despite the colder weather and the tight money situation. However, there was an appreciable slowdown in December throughout the area, and work ceased on the Welland Canal Relocation Project due to the wet grounds.

In retail sales, the seasonal increase brought little increase in demand for sales-clerks. In part, this may be attributable to a levelling-off following a high initial demand for workers in earlier months when large retail outlets were established in places such as St. Catharines and Oakville. In addition, there appears to be a growing trend for firms to use seasonally on a full time basis employees who normally work only part-time.

TORONTO METRO

Despite a pre-Christmas buoyancy in retail trade, most sectors of the Toronto Metro economy appear to have stabilized on previously-attained levels of production. The resultant decline in overall employment activity has been aggravated by normal seasonal shifts in occupational demand. These tendencies in the economy have coincided with a somewhat earlier than usual seasonal contraction of activity, resulting in an increase in unemployed clients registered at Toronto Canada Manpower Centres, and a significant fall in the number of vacancies notified.

Conditions in a number of sectors of the manufacturing industry reflect the decline in activity which is almost general throughout the Toronto labour market. A reduction of activity in processing and production of metals and plastics has affected the demand for machine mixers, injection molders, and platers; this decline, as it seems to exceed the normal seasonal trend, may be in part a by-product of autumn labour disputes in the steel and nickel industries. In the wood finishing and furniture industries, there is still a demand for qualified and experienced cabinetmakers and furniture upholsterers, but the printing trades are near dormant, probably on account of seasonal contraction coupled with pending labour-management negotiations. Machine trades occupations, especially tool and die makers, machinists, and machine set-up operators, are still in demand, although on a scale somewhat reduced from peak periods attained earlier this year; surpluses have developed among machine operators inexperienced in set-up techniques, and factory labourers. The garment industry, which has been quiet in some of its sections and active in others, continues to experience shortages of sewing

machine operators with experience on Canadian machines, and fitters; it is interesting to note that while production of such luxury items as sportswear and fur products seems to have declined, the manufacture of men's clothing and ladies' coats continues at a very high level. The labour shortage in mining has necessitated further recruitment in Toronto Metro for International Nickel's Sudbury location and Iron Ore Company of Canada at Labrador City.

A number of seasonal layoffs appear to have preceded their customary timing by about a two-week period. This includes the annual layoff by Rowntrees Limited of nearly 100 female employees; this year it took place in mid-November instead of early December. Some reductions have not been of an obviously seasonal character: Frigidaire Products of Canada Ltd. decreased its Scarborough and Oshawa operations by 180 employees.

Domtar Construction Materials Limited has revealed that construction of a \$5.6 million manufacturing plant for its Arborite Division in Vaughan Township will start early in 1970. Production of decorative plastics will get under way early in 1971. When fully operational, the plant and offices should employ over 200 persons, 140 of whom will be new employees.

Aircraft Appliances and Equipment Limited, a manufacturer of a large variety of aircraft components and industrial products primarily for the export market, will construct a manufacturing plant in Bramalea. The plant will serve to integrate current manufacturing operations, and production is scheduled to begin in May of 1970. It is anticipated that the current work force will be increased by nearly 50 per cent to 400 employees on completion.

Anti-inflationary measures taken by the Federal Government appear to be having a restraining influence on Toronto's building boom. Toronto Real Estate Board figures indicate that for the first 11 months of 1969, construction values dropped more than \$37 million (to \$634,078,175) from the corresponding 1968 figure. Values for the month of November, 1968 and 1969, total \$62,523,167, and \$59,825,885, respectively. A sharp reduction in housing starts contributed heavily to the overall decline. Despite the current slowdown in construction activity, no similar decline in the employment situation has yet been discernible. Employment activity has remained at a high level during the period under review. In addition, increased hiring has been noted among sheet metal and structural steel firms. This could be attributed directly to the recent settlement of labour disputes in the steel industry, and the backlog of work arising from protracted disputes in the construction industry itself in 1969.

With the introduction of modern methods and facilities, most construction activity is expected to continue throughout the winter months. Occupations in demand include power shovel operators, labourers, bricklayers, carpenters and cement masons. Notwithstanding the short-term trend in hiring, the new rise in steel prices, coupled with tight money policy, will no doubt have a retarding longer-term impact on employment activity. Moreover, certain areas of employment, such as dump truck operators and heavy equipment operators, have proven less immune to seasonal factors; demand for both these occupations has declined.

Although business activity in the retail trade sector was running at a high level in November and December, this was not generally accompanied by significant increases

in employment. The reason for the lack of hiring activity appears to be twofold: many employers, in anticipation of accelerated Christmas sales, had increased their staff complements in September and October; also, some employers made fuller use of part-time help. Lack of mortgage money and the advent of the Christmas season reduced real estate activity considerably.

In keeping with the normal seasonal pattern, employment activity has been sluggish in the transportation sector. Limited hiring activity has been noted by both Canadian National and CP Rail. While orders for heavy truck drivers have declined, experienced light truck drivers to assist with the Christmas rush have been in continuing demand.

In the service sector, there was a continuous unsatisfied demand for all types of domestic workers — general maids, day workers, and nursemaids; the unattractive nature of such work and the low remuneration attached to it largely account for persistent shortages. Similarly, the long hours and minimum wages characteristic of the restaurant occupations have produced long-standing and numerically large shortages of waitresses. The cleaning and laundering occupations are again marked by an insufficient supply of machine pressers for dry cleaning outlets. Couples for apartment janitorial work are in short supply. Demand for security guards and police trainees remains constant and (due to long working hours and low prevailing wage rates) unfilled. In contrast, the Federal Department of Public Works recruited over 4,000 mail carriers for short-term pre-Christmas employment at local post offices. Enquiries regarding motel and summer camp staff for 1970 are already being received by Canada Manpower Centres.

The strong demand that has characterized the clerical occupations has declined somewhat precipitously; registered clerical vacancies in Toronto Metro for November, 1969, are reduced almost 30 per cent from the same period in 1968. This attributable to the combined effects of government monetary and fiscal policy and its resultant implications for business, normal seasonal contraction, and furthered reorganization and automation in local business offices. While the diminishing demand for female clerical staff is fairly dispersed, it is most marked in the clerk-typist category except where basic skills are complemented by strong mathematical or general accounting aptitudes. Notable shortages have persisted in several areas, but qualifications sought by employers cannot be obtained at the wages offered: a heavy shortage of general and legal secretaries continues (grade 12 preferred, shorthand 90–100 and typing 50–60 wpm.); typists remain in excess demand (grade 11 and a good command of English required, as well as a minimum typing speed of 50–60 wpm.); stenographers are in constant shortage (grade 11 + and a good command of English, shorthand 80 and typing 45–50 wpm.); the shortage of dictatypists remains (grade 11, minimum typing speed of 50 wpm.).

The decline in permanent clerical job openings has produced a corresponding increase in the number of enquiries regarding government-sponsored retraining and skill development courses. Although some applicants seem to lack the academic background and personal suitability necessary for clerical skill developments courses, many of them appear to have good manual and mechanical aptitudes. In view of the limited number of basic clerical jobs requiring these traits, such clients are being advised to consider taking on-the-job training in industry.

The administrative, technical and professional sector has suffered a substantial decline in registered demand from September's levels. According to operational data,

registered vacancies in Toronto Metro for November, 1969, are down 16 per cent from the same period in 1968, and almost 23 per cent from the September, 1969, figure. Chemists and lab testers registered are greatly in excess of demand. The supply of mechanical engineers and engineering technologists continues to exceed employers' notified vacancies, with the exception of candidates experienced in conveyor design and materials handling systems. Some hard-to-fill vacancies are also available in highly specialized fields: these include positions for industrial engineers, tool designers, computer programmers, and pharmaceutical salesmen with a university background and proven sales experience.

HAMILTON

Employment activity in the Hamilton District during November and December, 1969, reflected the decline which began during September and October. Seasonal factors associated with the Christmas period resulted in increased activity in several sectors including retail trade, but they were more than outweighed by seasonal reductions in agriculture, food and beverages, and transportation. Labour demand in heavy manufacturing industries was influenced by firms reducing inventories and production at year-end, and some layoffs resulted.

While local steelmakers expect the backlog of unfilled orders (due to strikes at the Steel Company of Canada and Algoma Steel) will enable them to maintain high production levels in the next six months, they nevertheless face the possibility that governmental monetary and fiscal restraints may weaken automobile sales and construction activity in 1970, with resultant decreases in the demand for steel. Against this background, the Steel Company of Canada (Stelco) laid off 350 male employees on November 21, due to a year-end shortage of work in some departments and some staff changes following this year's strike. The majority of these men were recalled late in December. Dominion Foundries and Steel Company Limited (Dofasco) also laid off 12 male foundry and blast furnace staff on November 17, due to a normal year-end slowdown of new orders and the end of the shipping season on December 10th. Vacancies notified to Hamilton Canada Manpower Centres by these two firms decreased during the two months under review, and similar reductions were observed among smaller firms in the primary metals industry, reflecting a tendency for firms to decrease production and inventories at year-end and to postpone new hirings until the new year. The decreases in automobile demand which face Stelco and Dofasco have already affected other firms in the area; in early December, Barber Die Casting Company Limited of Hamilton temporarily laid off 19 production employees as a reaction to decreased orders from the automotive industry, to whom it supplies components.

Local metal fabricating firms, following a pattern evident in 1968, decreased their labour demand at year-end. Seasonal elements accounted for part of this reduction, particularly in the structural metal fabricating industry, which appears to be sensitive to the same winter inactivity as the construction industry. Longer-run prospects for some firms in this industry, remain optimistic; a \$125,000 plant expansion at Hamilton Wire Products Limited, and the planned introduction of new product lines at Roberts-Gordon Appliances of Grimsby, are both expected to result in increased employment.

Poor Western wheat sales, and the resultant weak market for farm machinery, led to decreased production levels, and layoffs, at International Harvester in Hamilton in

November. Sixty staff, comprising 20 office workers and 40 production personnel, were laid off by the firm during the month, while, predictably, the firm's demand for new staff continued at the relatively low levels which have existed for some months.

In contrast to trends apparent another manufacturing subsector, Hamilton's transportation equipment industry, led by National Steel Car Corporation, returned to strong levels of labour demand in November. On the strength of orders from C.N.R. and C.P.R. worth a total of \$12 million, National Steel Car resumed hirings of millwrights and electronics repairmen, in addition to placing orders for 65 arc welders at the CMC, and effectively postponed any large staff layoffs that might have occurred following the recent completion of large contracts received late in 1968. Similar strength was apparent in the miscellaneous metal fabricating sector. Following the settlement of two strikes, Otis Elevator Limited resumed strong hiring in November, concentrating on inspectors, machine builders, and fitters. At the same time, BLH-Bertram Limited of Dundas, was recruiting welder-fitters to fulfil substantial new orders received.

While November produced decreased hiring activity from smaller local manufacturers of electrical products, the dominant local firm, Canadian Westinghouse, continued to hire steadily, in keeping with the level of activity it has maintained this year. However, in December a strike at the firm's Brantford plant resulted in a shutdown of its Grimsby operations, involving a temporary layoff of 40 assembly workers, and a layoff of 20 workers at one of the firm's Hamilton plants. The two plants affected by layoffs produce parts and tubes used by the strike-bound Brantford plant.

Local clothiers and furriers encountered seasonal increases due to the Christmas period, and hired sewing machine operators, cutters and finishers in response. In contrast, however, manpower demands were reduced by the local textile industry, following an October in which labour requirements in the industry were above normal.

Effects of the recently-settled construction trades disputes continued to be felt in both the non-metallic mineral products and local cabinetry industries. General Concrete, of Saltfleet, recently announced that due in part to a loss of some contracts as a result of the construction trades dispute, and in part to the imminent seasonal decline in construction activity, the firm would temporarily lay off 25 persons, planning to recall them when construction activity returns to normal in early 1970.

Nicholson Building Components Limited, of Burlington, announced the phasing out of its non-residential division, to release 100 cabinetmakers and related woodworkers, due to setbacks stemming from the construction disputes. The firm's residential components division is not expected to be affected, since, along with other firms specializing in the residential market, it remained active throughout the dispute period. When the non-residential components sector returns to normal in the first half of 1970, it is likely that most of the employees released by Nicholson's will be re-absorbed by other firms.

With the sale of its Hamilton properties to Dominion Foundries and Steel Company Limited, Canadian Industries Limited will be phasing out chemicals production in the area over a period of up to five years. Approximately 335 C.I.L. employees will be affected, some of whom are likely to be offered work in companies' operations elsewhere in Canada. The processes used by C.I.L. at Hamilton are understood to be obsolete or nearly so, but no indication has as yet been given by the company of whether it will be replacing the lost capacity. Reportedly, Dofasco will begin adding to its steel-making capacity on the new site in about three years' time.

In the construction sector, residential building activity over the first ten months of 1969 resulted in 33 per cent more housing starts than during the same period of 1968. The termination of local construction trades labour disputes in October and early November led to the resumption of several large non-residential projects which had been halted since early May. Plant expansions at Stelco and Dofasco, worth a total of nearly \$200 million, as well as McMaster University's \$66 million Medical Centre, were among the larger projects resumed in November. The McMaster complex will provide winter work for between 250 and 500 construction workers until activity resumes in earnest in the spring and summer of 1970, when the project will employ an estimated 3,000 construction tradesmen and labourers.

Further developments, in the form of plans proposed, include a \$1.5 million addition to the city's Civic Stadium and a \$7.6 million theatre-auditorium. However, uncertainty continued to surround Hamilton's \$55 million Civic Square Development. The project's developer has been unable to locate a source of financing, with the result that the project will be delayed for some months to come and will fail to provide the winter construction jobs that would have been created if work had been able to begin in December.

The net effect of local construction activity in November, including road and bridge construction, which also remained active, was to maintain an end-of-season construction surge which began in October. In particular, painters, plasterers and roofers were in demand in November as some contractors completed projects while others rushed to complete the outside structures so that inside work could continue during the winter. The expected seasonal declines in manpower demand began in December and are expected to persist until March, 1970.

In early December, Hamilton's 200 longshoremen, and a number of workers at small local marine shipping agencies, became redundant with the end of the shipping season. While many of these workers find alternative winter employment, some will not work at all until the shipping season reopens in April, 1970.

Seasonal Christmas activity in the trade sector appeared to be concentrated among retail outlets, department stores in particular. Since late October labour demand in this area has reflected preparations for the Christmas "rush", although demand for temporary Christmas staff has decreased in recent years as local retailers have met seasonal staff needs by merely increasing the hours worked by their large numbers of year-round part-time help who do not require the same period of familiarization with firms' methods and merchandise as do the temporary staff. Monetary restraints, as well as the related effects of the city's recent industrial disputes, appear to have reduced demand for automobiles and large household purchases, such as appliances.

Increased consumer shopping activity during the Christmas season resulted in a slight increase in demands for clerks and tellers from banks and other financial institutions. Most banks met the increased demand for their services as far as possible by making internal staffing changes to make more tellers available to serve the public. In the real estate sector, sales continued to be depressed by high mortgage rates as well as some after-effects of local industrial disputes. Normal seasonal influences caused further sales weakness in December, and manpower demands from this source remained low compared with previous months.

During the period under review, mixed activity was apparent in the service sector. While educational institutions continued to reduce manpower requirements from the peak levels arrived at immediately before the beginning of the school year, engineering and scientific services were very active, recruiting architects and draftsmen in Hamilton for positions elsewhere. Similarly, while hotels, restaurants and private households hired strongly in this period, especially cooks, waitresses, housekeepers and nursemaids, other services, such as hairdressers, were relatively inactive on the labour market.

The November 1st settlement of a dispute between local construction electricians and the Hamilton Construction Association concluded a five and one-half month work stoppage on primarily nonresidential projects in the area, and left only one strike in force in Hamilton – that by 180 workers at the Building Products of Canada Limited plant in the city. Resignations of over 800 city secondary school teachers (effective 1 January, 1970) as well as a strike by 250 employees at eight area A.&P. Food Stores, were each averted by contract ratifications in early December.

SOUTHWEST ONTARIO

A decrease in employment and a consequent rise in the numbers unemployed despite temporary seasonal withdrawals from the labour force characterized labour market conditions in Southwestern Ontario during the period under review. Low employment levels in seasonal activities were supplemented and intensified through the period by layoffs in some non-seasonal activities, particularly in some of the manufacturing sectors, as several factors combined to create uncertainty about the coming year. A short term seasonal peak occurred in the retail trade and service sectors of the economy with the usual Christmas upsurge in consumer buying, but related demands for part-time and temporary labour were adequately satisfied locally.

The layoff of seasonal workers in canning and food processing plants reduced agricultural and related activities to a seasonal low for the year. The only remaining activity is the auctioning of this year's record 224 million pound crop of flue-cured tobacco which began at exchanges in Delhi, Tillsonburg and Aylmer early in November. The initial average price of about 64 cents per pound established by buyers was well below last year's average of some 71 cents per pound. Sales have consequently been slow with fewer than usual hirings by tobacco processing companies. It is expected that peak employment levels will not be reached at the processing plants until after the Christmas-New Year holiday period. Sufficient workers are expected to be available locally to satisfy requirements.

In the manufacturing sector, the underlying trend towards increased employment persists, despite layoffs in a number of individual sectors. Seasonal factors account for many of the reported reductions in employment. One major sector where seasonality is not the causative factor, and where some uncertainty has now set in, is the auto and auto components industry. As a direct consequence of soft consumer interest in some of the intermediate and larger cars and record new car inventories, production cutbacks by two auto producers resulted in Christmas-New Year holiday shutdowns extended to include the full two week period. These temporary layoffs affected some 5,500 workers at Chrysler Canada Ltd.'s passenger car assembly plant and at least 550 workers at General Motors' transmission plant, both in Windsor. The industry also faces higher costs for materials and labour, with contract negotiations between the companies and the United

Auto Workers union due to begin in 1970 and involving the possibility of strikes. A six week strike against American Motors Corporation earlier this year at their plants in Wisconsin and Brampton, Ontario, resulted in temporary layoffs at local feeder plants. 425 hourly rated workers at Holmes Foundry Ltd. in Point Edward, 200 hourly rated workers at Canadian Fabricated Products Ltd. in Stratford, and 300 workers at Hall Lamp Company of Canada Ltd. in Centralia were affected. Total recalls in two of the the plants followed termination of the strike, with a less than full recall at the Hall Lamp Company.

The production cutbacks in the auto industry were reflected earlier in the period by a reduction in the number of orders received by related auto parts manufacturers, causing partial layoffs for indefinite periods. An additional employment loss occurred in the Windsor area when Plasticast Ltd., manufacturer of zinc castings mainly for Ford and Chrysler automobiles, closed down its \$10 million plant in January. The closure is reportedly due to declining markets and consequent operating losses, because of the extensive substitution by manufacturers of plastic components for metal, and United States safety regulations which call for a minimum amount of chrome in car moldings. A Manpower Planning Committee has been established under the Department's Manpower Consultative Service Program to help the 400 employees affected by the closure secure alternative employment.

The underlying long-term trend towards higher employment in the manufacturing sector, is nevertheless supported by stable employment at the Ford Company Maverick assembly plant in Talbotville, and by previously announced plant expansions in the related auto parts manufacturing industry. Manufacturers of other transportation equipment such as diesel locomotives and buses are maintaining a high level of employment with recent contract awards. New plants to produce snowmobiles and air cushioned vehicles are presently moving into production or have been announced for construction, and the expansion of existing plants producing heavy equipment for construction and forestry operations is also taking place. With these expansions, mechanical engineers and plant engineers, senior mechanical draftsmen, machinists, machine operators and tool and die makers are in strong demand; shortages in these occupations continue to exist.

Furniture manufacturers remain busy and are presently looking overseas for skilled persons in woodworking and wood finishing occupations. A Training-in-Industry Program has been established to train upholsterers for Flexsteel Industries Ltd. at Stratford, manufacturers of upholstered furniture.

A seasonal reduction in employment occurred in plants manufacturing construction materials as well as in those producing modular building units and mobile homes. However, this is another sector in which general expansion of production and employment is taking place. The most recent development is the establishment of Boise Cascade of Canada Ltd. in the Goderich area. The Company has purchased the existing facilities of General Coach Works of Canada Ltd., and will construct a new \$500,000 factory at Hensall. The present plant will continue to manufacture tourist and cabin vehicles; the new one will manufacture large mobile homes, and is expected to be in production in the spring. The new plant will employ from 100 to 150 workers with no breakdown by occupation immediately available, though the largest number will be in semi-skilled assembly type operations.

Texaco Canada Ltd. announced that it has taken out options on 1300 acres of land near Port Dover, in Haldimand Country. Subject to re-zoning approval, the company

plans to build a \$75 million refinery with a 50,000 barrel a day capacity, which could be in production by the third quarter of 1972. No estimates of employment potential are as yet available. Earlier proposals to locate the refinery at Burlington, Ontario, have now been shelved. The proposed development is close to the two million kilowatt power station under construction at Nanticoke by Ontario Hydro and the 6,600 acre site acquired by the Steel Company of Canada for the development of an integrated steel complex.

Tradesmen in most structural occupations are in surplus through the district, a situation expected to continue into the spring season. The surplus was brought about in part by the completion of the \$239 million Ontario Hydro Lambton Generating Station at Courtright in October, rendering redundant all construction tradesmen at the site, including some 600 welders, pipefitters and experienced construction labourers. In addition, the decision to relocate the \$760 million Bruce generating station at Douglas Point caused the layoff until March of 200 men involved in site clearing and excavation. A \$115 million heavy water plant at the same site is under construction and is about 15 per cent completed. Construction at a third Ontario Hydro project, the \$284 million generating station at Nanticoke, is continuing with a total work force of about 800. Excavation at the Stelco plant site near Nanticoke is not expected to be completed until March. Apart from these developments, a shortage of structural steel has delayed a number of projects and has intensified the seasonal slowdown in constructions particularly in the London area. Plumbers, steamfitters, electricians, bricklayers and stonemasons, painters, sheet metal workers and construction labourers are all in moderate to heavy surplus in the area, or have temporarily withdrawn from the labour force because of the lack of work.

Registration by persons at area Canada Manpower Centres was more than adequate to meet the requirements of the retail sector and post office for part-time and temporary work over the Christmas rush period. Though the retail sector experiences a seasonal low in activity following the holiday season, as does the service sector throughout the winter months, these are expanding, labour intensive sectors of the district's economy. Recent expansions include new shopping and service centres in Chatham, Sarnia and London, and contracts have been awarded for a \$1,835,000 shopping centre and a \$2,500,000 department store in Windsor. Although some difficulty is often experienced in obtaining qualified senior and supervisory staff, demands for sales and clerical occupations are generally adequately satisfied from local sources. Shortages in several service occupations are due to low wage offers and unattractive working conditions rather than inadequate labour supplies.

To meet an increasing requirement for nurses consequent upon an expansion in health service facilities, a new \$1.5 million Perth-Huron Regional School of Nursing was officially opened in Stratford in November, and approval was granted for construction of a \$1,839,996 building to accommodate the St. Clair School of Nursing in Sarnia. Based on a regional concept, the school in Stratford represents hospitals at St. Marys, Listowel, Seaforth, Exeter, Clinton, Goderich and Stratford. The St. Clair School of Nursing represents Sarnia General Hospital, St. Joseph's Hospital, Sarnia, Strathroy-Middlesex Hospital, Charlotte Eleanor Engelhart Hospital at Petrolia, and Sydenham District Hospital, Wallaceburg. A first year class of 180 students is presently enrolled at Stratford while the Sarnia school is expected to accommodate 230 first and second year students with another 115 in third year interning at area hospitals. Work on the latter will not begin until after April 1st with occupancy anticipated by 1972. Courses in Sarnia are currently operated in borrowed facilities.

NORTHERN ONTARIO

The major labour disputes in Northern Ontario are over. On November 5th, 6,700 men of the United Steel Workers of America began returning to work at Algoma Steel Company at Sault Ste. Marie. The end of this strike has also meant a return to work for employees of the Algoma Ore Division at Wawa who had been put out of work by the closure of the steel mill. On November 14th the United Steel Workers of America voted to return to work to the mines and smelters of the International Nickel Company at Sudbury. They were followed on November 22nd by 3,700 men at Falconbridge Nickel Mines.

The influence of the 1969 disputes were considerable. The D.B.S. employment index for Sudbury dropped 50 per cent in the latter months of the nickel strikes. Retail sales fell with the decline in purchasing power. Firms cutting lumber used in the mines as far away as Northern Quebec were forced to cut back production or close when they could not find alternative markets, and activity in the transportation industry serving the affected area declined noticeably. Industries using nickel were forced to buy supplies at prices as high as \$8.00 a pound, or cut output. The effects of this were felt in Southern Ontario and areas as far away as continental Europe and the United Kingdom.

Shortly after the strike was over, International Nickel, followed by Falconbridge and Sherrit-Gordon, announced a basic price increase to \$1.38 a pound. The price increase was reportedly necessary to cover costs of plant expansion and the 35 per cent increase in cost due to the wage settlements.

International Nickel and Falconbridge are now hiring men to make up for the attrition which occurred during the strike, and to provide a larger work force to continue expansion. At the time of going to press, the companies' requirements were being met locally, as there appears to be a surplus of men seeking work in the area. However, some dislocation may occur at other Northern mines as men from Sudbury who had been working elsewhere during the strike return home to work.

International Nickel's \$80 million ore crushing and concentrating plant at Copper Cliff will add 30 per cent to the company's production capacity when it comes into operation early in 1972. It will facilitate the handling of ore from the new mines which do not have crushing and concentrating facilities. A labour dispute by 380 members of the Canadian Union of Base Metal Workers has halted production at Noranda Mines Limited (Geco Division) at Manitouswadge, Ontario.

In the woods industry, buoyant pulp prices, scheduled to be increased again in January, reflect high production levels, but poor prices for lumber have caused cutbacks in production and employment in this sector of the industry.

A number of expansions are scheduled for 1970-71. January or February will see the completion of the Dryden Paper Company's new expansion which will increase production by 33,000 tons a year and provide 30 new jobs. Construction will start this Spring in Porcupine on a \$2.5 million waferboard plant to be completed in March of 1971. On completion the plant will employ 150 men, 75 in the plant and 75 in the bush. Domtar Newsprint Limited has announced an \$18.3 million expansion at Red-Rock, Ontario. Work which will start in January and last for three years includes pollution controls and increased production facilities.

Increasing numbers of people made idle by the closure of McFadden Lumber Company are leaving Blind River for employment elsewhere. Only 35 men are still employed; they will become redundant when the plant is closed down in mid-December. In Northwestern Ontario there has been some difficulty in getting enough men for cutting operations. In an attempt to solve this problem, major employers have been hiring four-men crews with their own skidders on a contract basis and allowing them to work as long as they wish. The heavy snow which has fallen could hamper cutting and hauling operations if it prevents the ground from freezing adequately.

Mannesmann Tube, usually dependent for its basic steel requirements on Algoma Steel in Sault Ste. Marie, has attempted to forestall any further layoffs due to a steel shortage, by ordering basic steel rounds from a German supplier. This additional supply should keep the Company at its normal work strength until Algoma resumes full production. In Thunder Bay, a shortage of orders has resulted in large layoffs from the shipyards. Present work strength is at 135 men compared to 550 last year at this time. Grain storage is up by about 10 million bushels over this time last year, but shipments have increased slightly.

Increased construction activity during 1969 was reported at North Bay, Kapuskasing and Kenora, though in Timmins activity in 1969 was below that for 1968. Construction in Sudbury and Sault Ste. Marie was temporarily curtailed with their labour disputes but will continued through the winter on major industrial plant expansions.

The increase in Ontario's statutory minimum wage is reported to have caused a significant decrease in demand for restaurant staff. Some establishments are closing earlier, having decided to discontinue evening and night shifts altogether.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

NOVEMBER 30, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No		No
Arnprior	314	Niagara Falls	1,664
Barrie	1,612	North Bay	1,526
Belleville	745	Oakville	927
Bracebridge	423	Orillia	762
Brampton	1,324	Oshawa	2,489
Brantford	1,521	Ottawa	4,061
Brockville	407	Owen Sound	1,092
Carleton Place	173	Parry Sound	311
Chatham	1,378	Pembroke	1,256
Cobourg	570	Perth	304
Collingwood	706	Peterborough	1,848
Cornwall	2,391	Picton	224
Elliot Lake	461	Port Arthur	1,519
Fort Erie	374	Port Colborne	366
Fort Frances	570	Prescott	598
Fort William	1,484	Renfrew	332
Galt	1,489	St. Catharines	3,114
Gananoque	278	St. Thomas	300
Goderich	466	Sarnia	1,423
Guelph	1,259	Sault Ste. Marie	2,914
Hamilton	9,088	Simcoe	417
Hawkesbury	841	Smiths Falls	354
Kapuskasing	767	Stratford	423
Kenora	702	Sturgeon Falls	704
Kingston	1,754	Sudbury	2,613
Kirkland Lake	687	Tillsonburg	505
Kitchener	1,886	Timmins	2,016
Leamington	484	Toronto Metro	24,402
Lindsay	631	Trenton	636
Listowel	425	Walkerton	662
London	5,304	Wallaceburg	396
Midland	706	Welland	1,627
Napanee	604	Windsor	4,454
New Liskeard	690	Woodstock	638
Newmarket	1,895		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, November, 1969.

**REGISTRATIONS OF UNEMPLOYED CLIENTS
SEEKING FULL-TIME EMPLOYMENT, BY
CANADA MANPOWER CENTRES IN ONTARIO**

DECEMBER 31, 1969

CMC Area	Clients without employment seeking full-time employment.	CMC Area	Clients without employment seeking full-time employment.
	No.		No.
Arnprior	458	Niagara Falls	2,451
Barrie	1,702	North Bay	1,354
Belleville	1,331	Oakville	969
Bracebridge	632	Orillia	1,111
Brampton	1,428	Oshawa	3,377
Brantford	2,278	Ottawa	3,859
Brockville	420	Owen Sound	1,351
Carleton Place	223	Parry Sound	461
Chatham	1,945	Pembroke	1,333
Cobourg	695	Perth	374
Collingwood	1,161	Peterborough	2,328
Cornwall	3,156	Picton	357
Elliot Lake	469	Port Arthur	2,330
Fort Erie	631	Port Colborne	390
Fort Frances	615	Prescott	679
Fort William	2,206	Renfrew	511
Galt	1,664	St. Catharines	3,088
Gananoque	319	St. Thomas	485
Goderich	736	Sarnia	2,002
Guelph	1,322	Sault Ste. Marie	3,123
Hamilton	8,692	Simcoe	1,020
Hawkesbury	1,015	Smiths Falls	392
Kapuskasing	826	Stratford	380
Kenora	939	Sturgeon Falls	770
Kingston	2,200	Sudbury	2,614
Kirkland Lake	687	Tillsonburg	518
Kitchener	2,008	Timmins	2,379
Leamington	679	Toronto Metro	26,448
Lindsay	815	Trenton	884
Listowel	564	Walkerton	737
London	5,153	Wallaceburg	461
Midland	664	Wells	1,818
Napanee	752	Windsor	4,674
New Liskeard	829	Woodstock	748
Newmarket	1,220		

Source: Department of Manpower and Immigration, *Report of Registered Clients and Vacancies, Male and Female*, December, 1969.

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

Centre	Address	Telephone No.
SOUTHWEST DISTRICT		
Chatham	10 Centre Street (P.O. Box 670)	(519) 352-2800
Goderich	35 East Street	(519) 524-8342
Leamington	74 Talbot Street West	(519) 326-6141
Listowel	125 Argyle Avenue North	(519) 291-2920
London	120 Queen's Avenue	(519) 679-4444
St. Thomas	Room 215, 403 Talbot Street	(519) 631-5470
Sarnia	100 South Front Street	(519) 344-5293
Simcoe	122 Norfolk Street North	(519) 426-5270
Stratford	100 Albert Street	(519) 271-4120
Tillsonburg	4 Ridout Street East	(519) 842-5907
Wallaceburg	601 Wellington Street	(519) 627-3348
Windsor	467 University Avenue West	(519) 256-3161
Woodstock	Federal Building, 35 Metcalfe Street	(519) 537-2385
SOUTHEAST DISTRICT (Niagara Peninsula-Kitchener Area)		
Brantford	45 Darling Street	(519) 756-6101
Fort Erie	55 Jarvis Street	(416) 871-3932
Galt	33 Water Street North	(519) 621-7150
Guélfph	70 Fountain Street East	(519) 822-3150
Kitchener	29 Duke Street East	(519) 744-3371
Niagara Falls	1853 Peer Street	(416) 356-1551
Oakville	130 George Street	(416) 845-3891
Port Colborne	12 Charlotte Street	(416) 834-3629
St. Catharines	195 King Street	(416) 685-5436
Welland	38 King Street	(416) 735-3951
WEST DISTRICT (Central Ontario)		
Barrie	32A Dunlop Street West	(705) 728-2468
Bracebridge	98 Manitoba Street	(705) 645-2204
Brampton	Suite 605, 24 Queen Street East	(416) 451-1240
Cobourg	281 McGill Street	(416) 372-3326
Collingwood	72 Hurontario Street	(705) 445-1010
Lindsay	34 Cambridge Street South	(705) 324-3562
Midland	221 Dominion Avenue	(705) 526-2224
Newmarket	462 Park Avenue	(416) 895-5135
Orillia	17 Peter Street North	(705) 326-7336
Oshawa	600 King Street East	(416) 728-4631
Owen Sound	330 Ninth Street East	(519) 376-4280
Parry Sound	74 James Street	(705) 746-9374
Peterborough	130 Hunter Street West	(705) 745-0551
Walkerton	12 Jackson Street East	(519) 881-2010

CANADA MANPOWER CENTRES, BY DISTRICT
— ONTARIO REGION —

Centre	Address	Telephone No.
EAST DISTRICT		
Arnprior	90 Madawaska Street	(613) 623-3173
Belleville	324 Church Street	(613) 962-8681
Brockville	35 Church Street	(613) 342-4487
Carleton Place	42 Bridge Street (P.O. Box 1420)	(613) 257-3344
Cornwall	211 Second Street East	(613) 933-4260
Gananoque	5 Charles St. S., Federal Building	(613) 382-2124
Hawkesbury	290 Main Street East	(613) 632-2759
Kingston	395 Princess Street	(613) 546-3641
Napanee	Room 207, Federal Building, Centre Street	(613) 354-3367
Pembroke	178 Pembroke Street East	(613) 732-9994
Perth	71 Gore Street East	(613) 267-1921
Picton	205 Main Street	(613) 476-3227
Prescott	292 Centre Street	(613) 925-2808
Renfrew	251 Raglan Street South	(613) 432-4878
Smiths Falls	17 Church Street East	(613) 283-4790
Trenton	72 Front Street	(613) 392-6558
NORTH DISTRICT		
Elliot Lake	10 Elizabeth Walk	(705) 848-2231
Fort Frances	301 Scott Street	(807) 274-5307
Fort William	130 S. Syndicate Avenue, Postal Station "F" Thunder Bay, Ont.	(807) 623-2731
Kapuskasing	8 Queen Street	(705) 335-2337
Kenora	12 Main Street South	(807) 468-5551
Kirkland Lake	33 Duncan Avenue	(705) 567-9205
New Liskeard	83 Whitewood Avenue	(705) 647-6741
North Bay	101 Worthington Street East	(705) 472-3700
Port Arthur	244 Lincoln Street, Postal Station "P" Thunder Bay, Ontario.	(807) 344-6601
Sault Ste. Marie	682 Queen Street East	(705) 254-5101
Sturgeon Falls	48 William Street	(705) 753-0800
Sudbury	67 Elm Street East	(705) 675-2211
Timmins	12 Elm Street North	(705) 264-4366
HAMILTON	135 James Street South	(416) 525-1951
OTTAWA	385 Slater Street	(613) 235-1851
TORONTO METRO	P.O. Box 420, Station Q, TORONTO 7, Ontario	(416) 363-5931
Commercial & Professional	P.O. Box 4, Toronto Dominion Centre, TORONTO 1, Ontario	(416) 363-5931
Etobicoke	3253 Lakeshore Blvd. West	(416) 255-8571
Industrial & Trades	200 Dundas Street East	(416) 363-5931
North York	4985 Yonge Street, WILLOWDALE, Ontario	(416) 221-9343
Scarborough	2753 Eglinton Avenue East, SCARBOROUGH, Ontario	(416) 267-8201
West	2968 Dundas Street West	(416) 763-3611
York	1736 Weston Road, WESTON, Ontario	(416) 247-8261

**CANADA IMMIGRATION CENTRES — BY DISTRICT
ONTARIO REGION**

CENTRE	ADDRESS	TELEPHONE NO.
Toronto District Office	480 University Avenue, Toronto 2	(416)369—3581
Orillia	21/25 Peter Street North	(705)326—9421
Oshawa	Room 207—8, Federal Building, 47 Simcoe Street South	(416)725—8311
Toronto International Airport	P.O. Box 6004, Toronto International Airport, AMF	(416)677—4212 (676)2830—2831
Ottawa District Office	71 Bank Street	(613)232—8211 Local 2—5377
Belleville	P.O. Box 253, 3 Station Street	(613)968—6885
Cornwall	P.O. Box 1271, 45 Second Street East	(613)932—2201
Kingston	P.O. Box 726, New Federal Building	(613)548—8513
Landsowne	Thousand Islands Bridge	(613)659—2313
Prescott	P.O. Box 370, Federal Building	(613)925—2595
Hamilton District Office	P.O. Box 338, 150 Main Street West	(416)528—4253
Fort Erie	Peace Bridge, P.O. Box 1001, Station "B"	(416)871—6960
Guelph	Federal Building, 75 Farquhar Street	(519)822—0471
Kitchener	P.O. Box 1024, 15 Duke Street	(519)744—4161
Niagara Falls	500 Queen Street	(416)354—2741
London District Office	120 Queens Avenue	(519)679—4113
Sarnia	P.O. Box 184, Federal Building	(519)337—5419
Windsor	441 University Avenue, West P.O. Box 219	(519)254—1101
Woodstock	P.O. Box 294, Federal Building	(519)537—5662
Sault Ste. Marie District Office	P.O. Box 56, New Dominion Building	(705)274—1475
Fort Frances	International Bridge, Church Street	(807)274—3815
Fort William	Room 212, Federal Building, 130 South Syndicate Avenue	(807)622—0669
Pigeon River	Pigeon	Cloud Bay Line 23R2 Via Fort Wm. Exchange
Rainy River	Rainy River	(807)852—3252
Sudbury	Room 349, Federal Building, 19 Lisgar Street South P.O. Box 663	(705)673—2214
Timmins	120 Cedar Street South	(705)264—3104

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